Clark

INSPECTION SHEET

Baltimore Series

Baltimore & Ohio

R.R. No.	Series No.	Occupation		Address
1	(1)	Typist	C.T.Dept.Pier #8	Locust Point, Baltimore
2	(2)	Forewoman	Car Repair	
3	(3)	Clerk	Car Dept.	
4	(4)	Laborer	Store Dept.	
5	(5)	Clerk	Yard	
6	(6)	Messenger	Pier #8	
7	(7)	Machine Op.	Car Repair	
8	(8)	Laborer	Car Repair	
9	(9)	Laborer	Car Repair	
10	(10)	Carman's Helper	Car Repair	
11	(11)	Carman's Helper	Car Repair	
Pullman #1 R.R. 13	(12)	Car Cleaner	Bailey Yards-ft.of Utah St.Baltimore	Pullman
14	(13)	Stenographer	" "	"
15	(14)	Car Cleaner	" "	"
16	(15)	Car Cleaner	" "	"
17	(16)	Clerk	Riverside Yards	
18	(17)	Other Cleaners - Platform	Bailey Yards	
19	(18)	Other Cleaners Roundhouse	Riv.Yards	
20	(19)	Laborer	Riverside Yards	
21	(20)	Messenger	" "	
22	(21)	Triple valve Tester	" "	
23	(22)	Forewoman	" "	
24	(23)	Roundhouse Laborer	" "	
25	(24)	Roundhouse Laborer	" "	
	(25)	Laborer	Riverside Yards	

Baltimore Series #12

City, Town or Shop: Baltimore(Bailey Yards-foot of Utah St.) Division: Balitmore Railroad: Pullman on B. & O.

#1

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 Cleaning	car cleaners inside	11	0	0	10	3	have been used for last 12 years.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
11	7 A.M.	12 to 1	5 P.M.	yes*	9	~~51~~ 60

* Work from 7 A.M. to 1 P.M. = 6 hrs

Night Work: Rotation

Ages of Women on night work

Wages: before Order No.27		Under Order No.27	Present
Apr. 1918	Jan. 1918		under supplement #5
23¢ women	20¢ women	not covered by order #27	33¢ women
25¢ men	22¢ men		35¢ men

Nationality:	Union membership
10 colored 1 Amer.	no

Names & positions of persons interviewed:
J. Armiger, yard foreman, Pullman Co.
Mary J. Davis, leader of Pullman car cleaners, 1232 Carroll St.

Date Oct. 16, 1918 Agent Florence E. Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda.
Baltimore, Bailey yards, foot of Utah St.
Pullman company in connection with B. & O.

1

A) Outside Pullman cars. Modocing and window cleaning done by B & O car cleaners under Mr. Lehrer and Mr. Barnes. (women)
B) Ice and water tanks, Pullmans, filled by B & O car cleaners under Mr. Lehrer and Mr. Barnes. (men)
C) Sterlizing of coolers, blowing of cars, carrying carpets, and bronzing pipes, Pullman cars, done by colored men car cleaners under Mr. Armiger.
D) Inside Pullman cars. Work done by colored women under the supervision of Mary Davis, white women, under Mr. J. Armiger.

The women(colored) sweep the carpets in the cars with brooms. The dust was flying in great clouds when I inspected. The women said the windows should be opened but because the men who were supposed to do this were home sick and because the windows stuck so they could not open them easily, only a few windows were raised.

The women also sweep off the plush seats, dust, wash down the sides of the car by hand, using disinfectant in the water. They clean the cuspidors, clean the toilets, dust the lights(using ladders) and clean the white ceilings ~~cleanings~~, and wash the windows.

Woman supervisor(Mary J. Davis)-duties.

She assigns the women to their work, actually does the work if she finds it necessary. She inspects the cars with Mr. Armiger. She inspects the carpets, berth curtains, and pillows; if she finds that the binding of the carpet is torn, she mends it; if she finds that the button holes in the berth curtains have torn out, she mends them; if she finds slits in the pillows, she sews them up.

Other duties, not at present being performed by Miss Davis but which Mr. Armiger says belongs to the job of forewoman, are to see that the cars are fumigated, are "blowed out", and that the "bug juice" is applied. This work is done by men and it would mean that the forewoman would supervise the work of both men and women--at present she seems to be supervising only the women.

2

Dressing room & toilets.

On the street facing the tracks is an old house, two stories, which is used as an office and linen room. One room on the second floor is used as the foreman's office, the other as a cloak and rest room for the women. Both rooms are filled with rubbish of every description, odds and ends of broken furniture--the rooms are heated by stoves. The room used by the women is not any more dilapidated then the office, but by a little housing cleaning and the purchasing of furniture the room could be made more comfortable and attractive. Miss Davis says that the women use the yard privy also used by the men. Mr. Armiger denied this and said he had made arrangements with one of the cleaners who lives next door for the colored women to use her privy-the white woman, supervisor, to use the toilet of the B & O cleaners, up at the round house. The Pullman Co.

Memoranda.
Baltimore, Bailey Yards--Pullman CO.

2(con't)

does not pay the colored woman any thing for the use of her toilet.

Mr. Armiger pointed out to me the site of the new office and toilets to be built in the yards-he says he has seen the blue prints.

The Pullman women are not in uniform, as are the B & O women who are working in the same yard.

5.

Sometime this summer before Supplement 5 to Order #27, which fixed the wages for the operating Dept. of the Pullman Co. was out, the colored women walked out and refused to work unless their wages were increased. They were out only one day. The central office raised their pay 3/4¢ an hour. At present the U. S. Railroad Administration's order seems to be administered to the letter yet there is injustice-

1) the women are not getting the same rate per hour as the men car cleaners due to a previous inequality.

2) the colored women hired by the Pullman Co. are not getting the rate paid the women car cleaners hired by the B& O although they are working in the same yard and in fact in some cases working on the same cars.

3) The white woman supervisor is getting the same rate as the women whom she supervises. The Pullman Co. seems to recognize that she should be called a forewoman and get an additional rate. Miss Davis says that the forewoman hired by the Pullman Co. at the Union Station draws over $50 every two weeks--she draws around $40. Mr. Armiger says the job of forewoman is just being created at the Bailey Yards-due to the fact that he is unable to do the work of both the Union Station and the Bailey Yards. He took the matter up with Mr. S. W. McNabb, District Supt. Pullman Co., 305 3rd floor, Amer. Bldg. Baltimore, who gave him permission to put a forewoman on. He took Miss Davis who had been a cleaner at the Union Station and started to train her on Sept. 16th. He says she is not yet doing all the duties of a forewoman(see #1) He expects to keep her on probation for 3 months when he will recommend that she be given the forewman's wages. He acknowledges that she now supervises the women and mends the carpet, curtains, and pillows.

6

It will be noticed that the Pullman women are working a 9 hour day and only 6 hours on Sunday. Mr. Armiger says that he was ordered to work the women no longer than these hours--this order has been out for some time and he believes it came from the Service Inspection Dept., Chicago. Mr. McNabb would know the details about this order.

Memoranda.
Baltimore, Bailey Wards, foot of Utah St.
Pullman Co. in connection with B & O

9

1) We ought to find out just how far the plans for the new toilet accomodations have gone and if possible hurry them along. Mr. S. W. McNabb (305 3rd floor, Amer Bldg., Baltimore) is evidently the man to get in touch with.

2) We ought to know why the Pullman Co. is limiting the work day of its cleaners to 9 per day and 51 per week. Mr. McNabb again could perhaps give us this information. (Perhaps this order might be made to apply to other cleaners.)

3) If under the present rulings the hourly rate of 33¢ paid to the colored car cleaners can not be increased to 35¢ paid the men car cleaners by the Pullman Co. and paid the white women car cleaners by the B & O, this office should consider this inequality as one on the injustices to be brought before the Board of Wages and Working Conditions, to be corrected by a new ruling, if possible.

b 4) See complaint(below)

10.

A) Miss Mary J. Davis, who is supervising the women, complained that she was getting no extra pay for her extra services(see 1); that she was getting only 33¢ perhour.

B) Mr. Joe Armiger, yard foreman-Pullman Co., who is training Miss Davis and who has hired her, stated the reason why she was receiving no extra compensation at present, --his statement is to found in #5, section 3.

It seems to me that Miss Davis should be receiving a higher rate depending on the way in which her occupation is classified.

1) Forewoman or leader of a gang, who is paid on the hourly basis, should receive 5¢ more per hour than the rates provided for their respective crafts. Art. 3, Section 4, Supplement 4. This would make her rate 38¢ per hour, in view of the fact that the women are getting 33¢ per hour.

As long as Supplement 4 is further extended to include coach cleaners, in an Addendum, it seems that the ruling concerning supervisory forces would also extend to the coach cleaners; if the ruling concerning supervisory forces were not intended to apply, the addendum should have so stated.

Mr. Armiger says that Miss Davis is not supervising the men cleaners- he says however that she is supervising the women at the present moment. When she supervises the men cleaners, she should have her hourly rate raised to 35¢ plus 5¢ or 40¢ an hour.

2) Car inspector. Article 1, Section 6 and Section 2 A of Article 2, provides that carmen of less than 1 years' experience, including car inspectors get 48 1/2 ¢ per hour. Miss Yates thinks that Miss Davis might be classified as car inspector. I feel that her case would be pretty weak as long as previously she has been only a car cleaner, with no special knowledge.

In considering the classification of the job, the duties of seamstress should not be forgotten. So far as I can discover no ruling covering the sewing trades has been issued--this office might collect data on this point and later recommendations made for a ruling.

Florence E. Clark

Addendum 1.

Memoranda-Coach Cleaners

Baltimore, Bailey Yards, foot of Utah St.
Pullman Co. in connection with B & O.

2

10/25/18. Based on conference with Mr. S. W. McNabb, District Supt., Pullman Co., 305 Amer. Bldg., Baltimore.

Mr. McNabb says that according to its agreements with the various railroads, the Pullman Co. is furnished a linen room free of rent at all stations where cars are cleaned. The railroad companies do not furnish toilet facilites for the Pullman employees. In some cases the railroad companies do not charge extra rental if lockers and toilets are located in the same building as the linen rooms. However the Pullman Co. is responsible for furnishing toilets for its own employees.

Early this summer Mr. McNabb inspected the building where the linen room is located and found the building in a condition which he believed to be dangerous . The bricks of the outside wall were crumbling and cracking, and several brick had fallen out during the winter. The outside wall at the present time was formerly an inside wall and since the adjoining building was torn away, no additional support has been given to the wall. Mr. McNabb did not want any lawsuit on his hands so he took the matter up with the B& O.

Representatives of the Pullman Co. and the B & O have met on the premises to discuss the situation. Mr. McNabb obtained a copy of blue prints of proposed building from the architect employed by the B & O. He has received no work from the B& O as to what they intend to do, although he wrote them Oct. 10th. He has taken the matter up directly with the General Manager of the B & O , Mr. S. Ennis, located in the General Office of the B & O.

The blue print, which I saw, provides for separate dressing rooms and toilets for the men and women. The women's toilet room would contain 2 toilets and 2 washbowls.

5.

I took the question of the rate of the forewoman up with Mr. McNabb. When I told him the duties she was performing, he denied that she had been hired to do these things--he said she was to be a "leader" who was to work with the women(colored) and to be in charge only when the Yard foreman, Mr. Armiger was away. I asked him if he did not think the extra work of leader should receive an extra compensation he hedged and said that there was not enough work to put on a forewoman-- he would have to see Mr. A about her duties. I asked him who would do the mending--and he said any of the other cleaners, it required no skill "why" why he could do it himself. He said that the forewoman at the Penn. Baltimore was being paid 40¢ per hour--she supervised the men who sterlized the coolers, blew out the cars and bronzed the pipes. He said that in some places the Pullman Co. hired women who did nothing but sewing-- We could find out what rate these women were paid by seeing J. T. Ransom, Asst. General Manager, 3rd floor Washington Terminal Station.

One of two things is possible--either Mr. Armiger has gone beyond his authority in turning over some of his own duties to Miss Davis and has thus lightened hisown work, without letting his superior know it or Mr. McNabb is aware of what has been done, is willing that as much skilled work be obtainable at common labor prices. I felt during my conversation that Mr. McNabb was not at all fair-minded and could not be relied upon to see that justice be done in this case.

Memoranda-Coach Cleaners Addendum 1
Baltimore, Bailey Yards, foot of Utah St.
Pullman Co. in connection with the B & O

6

Mr. McNabb says that the Pullman Co. limits the hours of its cleaners to 60 per week and he feels that it is working under a great hardship when the B & O works its women 70 hours or more. He says that the legal dept. of the Pullman Co. in Chicago has interpreted the Maryland Law, limiting the hours of women to 60 per week, to apply to cleaners. He would like to work them women longer.

Florence E. Clark

R.R. I

Series 1

City, Town or Shop: Baltimore (Locust Point-Pier #8 C. T. Dept.)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
4	typist-manifesting freight bills	1	9	0	0	0	Sept. 9, 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	1 P.M.	eats while on duty	9 P.M.	0	8	48

Night Work: Rotation

Ages of Women on night work 24 years old.

Wages: before Order No. 27 — new job

Under Order No. 27

Present under sup 7 — $75 see letter of adjustment raising to $87.50

Nationality: American

Union membership: no

Names & positions of persons interviewed:
J. J. Geigan, Assistant Agent Locust Point.

Date Oct. 25, 1918

Agent Florence E Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-Typist.
B & O, Baltimore-Locust Point, Pier #8

1

The manifesting of the bills has been recently transferred from the Camden Station-Mr. Geigan thought that it had formerly been rated as piece work. The loading of freight begins early in the morning and does not stop until after seven o'clock, sometimes later. The manifest must go with the car when it leaves; if the manifesting were done the next day the cars might be delayed 24 hours-at least they would be delayed one night. Hence to move the freight quickly, the manifesting must be made as the cars are loaded and of course can not be finished until sometime after the last car is loaded. Mr. Geigan saw no way in which the hours of the clerks could be arranged.

2

No toilet or wash room exist for the woman at present. Mr. Geigan says that she uses his private toilet at present. The day of the inspection the plumbers were at work on the piping and Mr. Geigan expects the work to be completed within a week. He says that there are to be 2 toilets, 2 wash basin, a couch and easy chairs. Mr. Geigan seems to be a man who knows how to get things done quickly-and I believe he can be depended upon to see this job finished up.

4

The office is located in one of the Pier warehouses, around which many colored men are employed. The entrance to the dock is guarded day and night and military police are on guard on the road in front of the entrance. During the day there were many rough men about, loafing about the saloons-it was a regular water front crowd of floaters. Last Saturday night the man who paid off the colored men did not finish up before dark-one of the darkies fired into the crowd, or so it was reported and killed one of the colored men. This happened in the walled enclosure surrounding the docks. Mr. Geigan assured me that there were always the 2 men who worked at billing with Miss Lane in the building at night. There were usually more, at least two. When I asked Miss Lane how she got home-she said that the men usually took her to the car, there were police about, and the street was lighted. She said she usually got home before 10-she has an aunt who lives in the neighborhood to whom she could go if cars were delayed.

5

I called Mr. Geigans attention to the minimum rate clerks receive under sup. 7 and the section which refers to new positions. He tried to get in touch with the Camden office but could not while I was there-letter attached shows that the salary is to be raised to $87,50 He says nothing about the adjustment about back pay-should we write him about this?

Florence E. P.

1000m. 8-24-18. Form 300 Linen.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

Z-41.

BALTIMORE AND OHIO RAILROAD

SUBJECT

Locust Point - Baltimore, Md. October 26th, 1918.

Miss Florence E. Clark,
Field Agent- Womens' Ser. Sect.,
U. S. Railroad Administration,
Neff Building, Washington, D. C.

Dear Miss:-

In connection with your visit to our office yesterday, the 25th, and as promised, I wish to advise that we have adjusted the salary of our Lady Clerk, Miss Margaret Lane, to the basis provided for in supplement No. 7, to General Order No. 27.

Yours very truly,

W. T. MOORE, Agent,

By J. J. Geigan.
Asst. Frt. Agent.

JJG/wjw.

November 1st,1918
Neff Building

Mr. J. J. Geigan,
Assistant Freight Agent,
Locust Point Yards,
Baltimore, Md.

Dear Mr. Geigan:

Miss Florence E. Clark, field agent of the Women's Service Section, has referred to me your letter of the 28th, and I thank you for your courtesy in informing us of the adjustment of the salary of Miss Margaret Lane, as provided for in Supplement No. 7 to General Order No. 27. I presume that this adjustment also includes back pay on this basis, since September 1st, this being the date when the Order took effect. I should be glad to be further informed on this point at your convenience.

In regard to the employment of children, concerning which Miss Clark tells me you have made some inquiries of her, I find that the Maryland Board of Labor and Statistics has made the following construction of the Child Labor Law:

1. That children under 16 must not be given permits to work on any railroad where there is any danger of their being injured by trains;

2. That the Board will not issue permits for children to work as messengers in and around round houses, cleaning engine houses, checkers in yard and laborers;

3. That it has, however, issued permits to children as tool boys where their employment is confined to the tool rooms, and whose duty it is to check up tools as they are given out. It also issues permits to children to work as messengers in the Company offices, as these occupations are not considered dangerous.

Yours very truly,

PG/HM

Manager. Women's Service Section.

1000m. 8-24-18. Form 300 Linen.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

BALTIMORE AND OHIO RAILROAD Z-41.

SUBJECT:

Locust Point - Baltimore, Md., November 4th, 1918.

Mgr. Women's Service Section,
U. S. Railroad Administration,
Neff Building, Washington, D. C.

Dear Miss:-

Referring to your favor of November 1st., in connection with adjustment of the salary of Miss Margaret Lane, as provided for in Supplement No. 7 to General Order No. 27; and noting you ask if this adjustment included back pay on this basis, since September 1st., this being the date when the order took effect.

I beg to say that the adjustment of the back pay has been made on this basis since September 1st.

In respect to the question of employment of children, spoken by me to Miss Clark, I wish to say that I have noted carefully your remarks, and beg to thank you for the information furnished.

Yours very truly,

J. J. Geigan,
Asst, Frt. Agent,

JJG;wjw.

RR# 2

Sec. 2

City, Town or Shop: Baltimore (Locust Point Car Repair)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
3 car dept.	forewoman over laborers and car men's helpers	1	0	0	0	0	May 197

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 A.M.	12 to 12:30	5:30 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work no night work- sometimes a little overtime.

Wages: before Order No. 27 Jan. 1918 — 29¢ per hr.

Under Order No. 27

Present Sup. 4, Sect. 4 — 40¢ see complaint

Adjusted 50¢

Nationality: Hungarian

Union membership: no

Names & positions of persons interviewed:
Margaret Potyee, Forewoman
E. P. Cox, Foreman.

Date Oct. 24, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-Forewoman.
B & O, Baltimore-Locust Point, Car Dept.

1

All women laborers, oilers, machine operators, and dope reclaimers report to the forewoman every morning in the rest room, where they come to put on their uniforms. The forewoman keeps the daily service card of the women employees, enumerated above. She assigns tasks to the laborers-the oilers, machine operators and dope reclaimers have their own jobs, which are pretty much the same each day. Formerly she hired all women for the jobs mentioned above-since Mr. Cox has been foreman, a period of a few months, Mr. Cox has done the hiring but has called her in for consultation. When a new person is hired, the present forewoman starts her to work, giving her instruction even for the work of machine operator. The present forewoman, Margaret Potyee, is capable of doing this, for she showed me all steps in the operating of the pipe cutting and threading machine-she says that after she has started the operator, the operator takes up the very technical points with the foreman of the shop. After consultation with Mr. Cox, the foreman, I was assured that the forewoman had full charge of the work of the oilers and dope reclaimers, in addition to the laborers. Mr. Bentley, the former foreman, told Miss Potyee that she was not to do any of the work herself-she was to do nothing but the supervision-she says that" she never does any of the work herself, she just sees that it gets done right-and that is enough to keep one busy." If any of the women want to get off they make the arrangements with forewoman. When the foreman wants a special piece of work done, he calls the forewoman in by means of a whistle.

2

The rest room is under the same roof as the pipe shop, in a one story building. The forewoman says that it is pretty hot in summer but very comfortable in winter during the day. When the women come to work cold mornings it is often cold for them to change their clothes-the steam is shut off somewhere, it usually warms up during the forenoon. Miss Potyee says that if she stays till next summer, she will try to have a window cut in the other outside wall so that more air can get in. At present there is only one small window which was not screened last summer. A skylight assists the window in giving light. Nineteen lockers are placed against the walls of the room-at present this gives each woman a separate locker with a few to spare-in the summer there were so many women employed that lockers had to be shared. A trough with spickets of hot and cold water enables the women to wash their oily and dirty hand under running water. A long table with benches on either side, 7 straight back chairs complete the equipment of the room. This room is used only by the women under the forewoman, laborers, oilers, dope reclaimers, and machine operators.

The toilet, used by the women mentioned above and the clerks from the office, is located half way between the rest room and the office building. The men's toilet is under the same roof, but the partition is solid and the entrances at opposite ends are well screened. There are no

Memoranda-Forewoman
B & O, Baltimore_-Locust Point, Car Dept.

2(continued)

sewerage connections in the yards; the toilet consists of a privy vault with semi-modern seat fixtures(wooden seats) located in separate compartments and screened. The clerks have one of the compartments,which they keep locked. The odor is bad-the forewoman says that they have tried to remedy it by the use of various preparations sprinkled in the vault. The place was very clean when I inspected. The building is not heated.

The uniform is the same as that worn by the other laborers and cleaners on the B & O. At present the women are paying $3.15 for their uniforms;they expect them to be raised any time to $3.75 as they have heard that the price has been raised in one of the other yards. Some sort of shoe was designed with the costume but so far I have seen no woman with them on-the women seem to think them uncomfortable. They are a low heeled shoe, something like an army shoe I should judge.

4

While not perfect the condition in this yard shows the value of a woman forewoman. Miss Potyed is rather a remarkable person as through her personality the women seem to be held in a very close group, in spite of the fact that they are of several nationalties and several speak little or no English. When I asked one of the yard cleaners if she liked her job better than her former job as cleaner in a down-office building, she said, " Oh, I like job-me have good boss." The forewoman asked me to have a cup of coffee with them at their noon day meal in the rest room; another woman shared her lunch with me. Laughter and good-natured conversation in broken English around the table showed how much the women were members of a group, which was loyal to the forewoman.

5

The forewomnn is paid 40¢ per hr. with overtime after the 10th hr. Some of the women whom she supervises receive 45¢per hr. with overtime, that is time and a half after the 8th hr. I copied the time or service cards for several of the women to have accurate data as to their rate of pay. The contents are given below.

Service Card. Oct. 24,1918

Potye,Mgt. #255, forelady over women employees

rate per hr. 40¢

Memoranda- Forewoman
B& O, Baltimore-Locust Point, Car Dept.

5(continued)

Service Card- Oct. 24,1918

Willins,N. #81 Operator Bolt threading machine
Rate 45¢ per hr.

Service Card Oct. 24,1918

Gramer,M. #228 Cleaning Waste
Rate 45¢ per hr.

Service Card Oct. 24,1918

Bild, Mgt. #226 Oiling freight cars
Rate 45¢ per hr.

Memoranda Forewoman
B & O, Baltimore-Locust Point, Car Dept.

10

Testimony of Margaret Potyee, Forewoman, Complainant.

On May 19|8 Miss Potyee received 29¢ per hr. as forewoman with time and a half after the 10th hr. On August 1st, 1918 she was raised to 35¢ per hr. She protested at this time as the laborers were receiving this amount. On August 15 her rate per hr. was raised to 40¢. As several of the women whom she supervises received 45¢ per hr. she again told Mr. Caulder, under Mr. Galloway, that she thought that she ought to be getting a higher rate. She thinks she ought to get at least the same amount as the highest paid women whom she supervises and the time and a half after the 8th instead of the 10th hour.

Conversation with Mr. E. P. Cox, Foreman of the Dept.

Mr. Cox says that he lodged Miss Potyee's complaint with the former master mechanic (located at Riverside Yards-- A new master mechanic has just been put on at Riverside) She was raised to 40¢ per hr. He says that he has lodged her second complaint for a rate higher than 40¢. He says that he thinks "that she is getting all that is necessary." He says that she does not entirely supervise the machine operator and that because Miss Potyee does not know the technical details, he is afraid to trust an order to her and gives it direct to the forman of the shop or to the operator direct.

I asked him if there was anyone over the dope house besides the forewoman and if he gave his orders to that person. He said that Miss Potyee was in charge of the dope house and the dope reclaimers and he gave his orders through her. I then asked him if the person in charge had to know how to mix the dope and if any knowledge of chemistry was necessary. He said that the dope was used in the same condition as when it arrived in barrels and no chemical knowledge was required. He acknowledged that the process of reclaiming the waste was not so difficult and that Miss Potyee knew all about it. He also admitted that Miss Potyee knew all that was necessary to supervise the oilers and packers.

If Miss Potyee had full charge of the oiler and packers and waste reclaimers and if he gave his orders through Miss Potyee for this work, I asked him what argument he had for not giving her 5¢ per hour more than they received. He repeated that she did not supervise completely the mechanist and that he thought "she was getting all that was necessary."

Memoranda-Forewoman
B & O, Baltimore, Locust Point, Car Dept.
10

It seems to me that Supplement 4, Article 3, Section 4, which has been amended by Article 5 of Interpretation 3 covers this forewoman'vs case and simply has to be applied. The forewoman supervises not only laborers but carmen'S helpers. Carmen's helpers receive a minimum of 45¢ per hr she should receive 50¢ per hr. They are paid time and a half after the 8th hr;she supervises them and as a supervisor of carmen's helpers should be entitled to the same overtime rates.

Florence E. Clark

11/15/18 Mr. W.W. Calder, Distrct Master Car Builder, said that he had made the adjustment to 50¢ for Margaret Tolger.

Memoranda-Operator Pipe threading and cutting machine.
B & O, Baltimore-Locust Point, Car Repair.

1

At present there is no one on this machine because of the scarcity of pipe. There has been a woman operator and as soon as a supply of pipe arrives a woman is to be put on again. One machine both cuts and threads. The operator of the machine is supposed to keep pipes of varying lengths with different threads in stock. If a pipe fitter wants a special pipe the operator is expected to fill his order. The pipe is inserted in the machine and set for the proper length, the fluid is turned on which keeps the pipe cool, and then the power. The knife is held against the pipe but needs no guiding. The operator should know what die is needed for threading a certain pipe and should be able to insert them. After the pipe is inserted and the power turned on, little attention is required till the die has produced the threading of the required length.

Beside operating the pipe threading and cutting machine the person in charge spends her spare time in testing rubber air pipes. The pipe is inserted on the rack, the air applied. A soapy water has been spread over the pipe-by the action of the bubbles the operator is able to know whether a leak exists. If there is a leak, the operator cuts the pipe so that it will not be used again.

The operator of the pipe threading and cutting machine is expected to keep the machine clean, to inspect it to see if repairs are needed, but not to repair it.

3

As with the bolt threading machine the greatest strain would come it seems to me from standing all day. This shop is much quieter than the room where the bolt threading machine is located.

5

The operator of this machine was given 45¢ per hour and it is the intention to pay the same when another woman is put on-at least nothing was said about giving another rate. It seems to me that the job is that of a sheet-metal worker and should be rated on the basis of experience, 50¢ per hr. for one year's experience or less. (Supplement 4, Sectinn 4 and Article 2, Section 2) "the bending, fitting, cutting, threading, brazing, connecting and disconnecting of air, water, gas, oil, and steam pipes; the operation of babbitt fires and pipe-threading machines" are listed as the work of sheet metal workers. If a woman is again put on this job (and they are expecting to do it,) her rate of pay should be watched.

Florence E. Clark

✓ RR 3

Ser. 3

City, Town or Shop: Baltimore (Locust point - Car Dept)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
4	clerks	4	2	0	0	1 chief clerk	Feb. 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
4	8.30 A.M.	12 to 1	6 P.M.	1 Sun. per mo. for 5 hrs.	8 ½	51 or 56

Night Work: Rotation

Omit

Ages of Women on night work

No night work

Wages: before Order No. 27 Jan 1918	Under Order No. 27	Present
$55-$65		Sup. 4 $87.50 to $00

Nationality:	Union membership
American	No

Names & positions of persons interviewed:

F. P. Tunney. Chief Clerk
E. P. Cox. Car Foreman

Date Oct. 24. 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-Clerks.
B & O, Locust Point-Car Dept,

2

For description of toilet see Memoranda for Forewoman. These young women have the right to eat in the rest room used by the yard women. They never do-they eat at their desks. The room used by the yard women is none too large for their needs and it would be impossible to mix the two groups of women without making them both uncomfortable. Some separate room should be fitted up for eating and resting.

Florence E Clark

United States Railroad Administration
W. G. McAdoo, Director General of Railroads
THE BALTIMORE AND OHIO RAILROAD COMPANY.

STORES DEPARTMENT.

D. A. WILLIAMS,
GENERAL STOREKEEPER.

BALTIMORE, MD.

SUBJECT: Storehouse Conditions - Baltimore Terminals - With regard to employment of women.

NOV
[redacted] 18 1918

November 16th, 1918.

Miss Pauline Goldmark, Manager,
Women's Service Section, Labor Department,
United States Railroad Administration,
Washington, D. C.

My dear Miss Goldmark:

On my return to the office today after an absence on line, I find a memo of certain suggestions made by Miss Florence E. Clark, your field agent, and wish to say that I will immediately give the items mentioned the proper attention and take up with a view of proper adjustment.

I regret that I was not present when Miss Clark called to go over the matter with her personally.

Very truly yours,

DAW/MVP

General Storekeeper.

NOV 18 1918

D.G. Williams

General Fire keeper,
General Office B&O
7th floor.

Probe acquired — referred to Williams

1) rating at Mt. Clare.

2) young girl at
Locust Point

3) Heavy work at
Curtis Bay.

4.) locker at north
Mt. Clare.
Jr store room clerks

RR 4

Sec. 4

City, Town or Shop: Baltimore (Locust Point-Store Dept) Baltimore

Division:

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
I	Laborer around storeroom			I	0	I	June 26. IØIØ

No. on each shift	HOURS: Begin Work	Lunch Period	End Work	Sunday	Total Hours: Per Day	Per Wk.
I	8.30 A.M.	I2 to I	5.30 P.M.	no	8	48

Night Work: Rotation

Ages of Women on night work: No night work

Wages: before Order No. 27	Under Order No. 27	Present
Jan. I9I8 22¢		~~under Sup~~ 4 34¢

Nationality: American

Union membership: No

Names & positions of persons interviewed:
E. P. Cox Car Foreman
D. Schaefer. Assistant Stor Keeper

Date Oct. 24. I9I8 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda- laborer around store-room.

-1-

The man who was formerly on this job enlisted in the army. Mr. Schaefer said that he spent 3 to 4 hours in clerical work — the rest of the day he spent in sweeping and moping the storerrom, sweeping the platform where the supplies are kept, and straightening up the supplies in the storerroom. The young woman who now has the job spends Mr. Schaefer says, 3 1/2 hours on clerical work and the rest of the day in the store room. She says she sweeps up the platform but I have been unable to find what else she does about the store room.& She claimed that she spent the afternnon in the storeroom. The day of the inspection I went back in the afternnon to see what kind of work she was doing but I found her at clerical work in the office. If she straighens material in the boxes, she is not suitably dressed for climbing-she is dressed as is the usual office girl.

The clerical work is as follows. Accounts come in from the store and platform on cards. Miss Chew, the clerk, assembles like accounts on one card. A man has already entered the accounts in a book- Miss Chew checks this book with the records which she has made. If she gives out supplies in the store-room, she records the amount and the kind in a book, she says.

2

For description of toilet see Memoranda for Forewoman. The clerks have the privilege of eating in the rest room provided for the laborers, but they never do-they eat at their desks. They hang their coats in a locker on the second floor of the office building.

5

The pay roll records the name of Beatrice Chew as a laborer, at the rate of 34¢ per hour-the amount due her the first period in Oct. $36,05.

9.

Beatrice Chew is 15 years old but looks older. The certificate issued by the state on file in the office shows the following facts.

July 3, 1918

Beatrice Chew 2021 W. Lanvale St.
Issued to the B & O R. R.
to be employed as clerk in transportation
Date of birth Feb. 22, 1903 15 years 4 mo.
Complexion fair height 5-2
Issued by Mark Herzog.

Memoranda-laborer around storeroom.
B & O, Baltimore , Locust Point Store Dept.

9(continu ed)

It will be noticed that the certificate was issued for Beatrice Chew, clerk not laborer. If she is a laborer as Mr. Schaefer says she is and does the work in the store room that both Mr. Schaefer and Beatrice claim she does, the child labor law would I believe be violated, which prohibits work injurious to the health(Child Labor Law Section 8) See Memoranda on Store Laborer-Riverside Yards for a discussion of the strain involved in this work.(Section 9) Here I recommended that physical standards be set if adult women were used on this work.

Is Beatrice does not do the work of a laborer, to any great extent, her job should be reclassified and pay the minimum rate fo $87.50 per month. But Mr. Schaefer insists that she spends less than half her time at clerical work. The day I inspected she spent most of the day at clerical work.

As far as I was able to get the facts, it appears to me that Beatrice is spending more than half of her time at clerical work and that the B & O is getting clerical work done at laborer's prices. Either the salary should be raised to $87.50 or Beatrice removed on the grounds that she is doing laborer's work which is injurious and therfore forbidden under the child labor law.

Florence E. Clark

11/15/18 Case referred to D. A. Williams, General Store Keeper.

RR 5

Sec. 5

City, Town or Shop: Baltimore(Locust Point-Yard)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
4	clerks	4*	1#	0	0	10	1 2 years ago; 3 recently

* there were 5-one is being used on the 4th Liberty Loan at Camden Station and Mr. Myers thinks she is be kept at Camden. # 2 other of the women are 22 years old.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
3	8 AM.	12 to 1	5 P.M.	0	8	48
1	11 P.M.	eats while on duty	7 A.M.	0	8	48

Night Work: Rotation

Omit

Ages of Women on night work 35 or 36-married 10 or 12 years.

Wages: before Order No.27 Jan 1918 $63 to $71.50

Under Order No.27

Present Sup. 7 $87.50 to $91 woman; $96 man

Nationality: American born

Union membership No

Names & positions of persons interviewed:
J. H. Myers Yard Master
Martha Fox, Clerk
Irene Leges, Clerk

Date Oct. 25, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-Clerks
B & O, Baltimore-Locust Point, Yards.

1

Mr. Myers said that he at first started to use women as checkers in the yard but found that it was too dangerous. He has redistributed the work so that the men do the checking and the women do the inside clerical work attached to the job of checker as it formerly existed. The men have not complained and he finds his plan working beautifully-he does not believe that all men would be willing to do the hard outside work without complaining. As the jobs are now arranged one women handles the corespondence and locates cards and makes up cost of running the yards; another handles the time slips, locates all orders and puts out orders; a third keeps the record of all out-and inbound cars; the fourth who is on at night books up trains and makes trace reports. As the work is now arranged the women do not have to go outside of the office door to do their work.

2

No toilet or rest room exists(See Complaint #10)

3 and 4

The office is located in the yards and to reach it the nearest the way one must cross many tracks where cars are constantly being switched. There is a way to the office which can be used which necessitates the crossing of perhaps only 5 tracks at a regular road crossing. The woman who comes at 11 P.M. comes this way. This is a very outof-the-way place. The corner where the car stops contains a saloon. There is a walk of about three city blocks before the yards are reached-on one side is a city playground. Mr. Myers claimed that this road was well lighted- I saw one electric street light. The night force consists of three men and one woman, a chief clerk, a chalker off, and the two despatchers, (one of whom is a woman) This night job seems to me to be full of dangers-perhaps not now for the present occupant but certainly for a younger woman.

10

4) The men have a toilet but the woman have none, which is in violation of the Baltimore City Code 1906, Section 158 The only place the women can go is to the toilet used by the clerks and laborers in the car dept., to reach which one must cross 50 to 60 tracks where cars are constantly being switched . The women prefer to wait to going this distance. They have spoken to Mr. Myers; Mr. Myers says that he has taken up the matter with Mr. Grammes, Mr. Bower

Memoranda-Clerks
B & O, Baltimore-Locust Point, Yards.

10(continued)
chief engineer, Mr. Gaither, Asst. Supt. under Mr. Neilson. About one month ago some men appeared and took measuements and never came back. Mr. Myers has tried to hurry the matter of late but to no avail. He thinks if the need were brought to the attention of Mr. Allen, something would happen soon. He says that the room on the secondfloor across one end o f the building is not needed and could be given up to the women for a rest room. He had planned to partition off one corner for two toilets and two wash basins, the drainage pipes could be connected with those from the men's toilets. The room is well lighted and well heated by a drum in the pipe from the stove in the office below; at present it contains 4 straight chairs, one of wich is broken, and a small table. Mr. Myers says that he has sent in a requistion to Mr. Neilson for 1 couch, 3 easy chairs, and a couch. There are also 3 lockers in the room.

On this second floor there is a dressing room for the trainmen, which the women would have to pass to reach their room; a supply room, and in the hall a wash basin, the only one available for the women, which has been provided for the trainmen. The women said they seldom used the wash basin as it was so dirty.

In view of the fact that women have now been employed in this office for the last two years, such a condition-a lack of toilets and wash basins-is unexcusable. If the B & O refuse to act promptly the attention of the city health authorities should be brought to the situation and the B & O fined $10 per day during the period they are delinquent.

B) The women also made complaint that the floor of their office was not kept clean-it was swept but scrubbed only once a month. They felt this was not often enough specially when so many men were constantly smoking and spitting. When I spoke to Mr. Myers about this he said that it was difficult to get the floor dry as the floor was built on the ground and as the yards are built near the water the ground was always more or less damp. The whole place had formerly been a swamp. The floor is in very bad condition-it seems to me that a new floor built over the old would help some.

Florence E. Clark

RR 6

Sec. 6

City, Town or Shop: Baltimore (Locust point-Pier #8)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
7 messengers	messengers day	0	0	5boys	0	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
4	8 A.M.	12 to 1	5 P.M.	0	8	48
1	1 P.M.	—	7 P.M.	0	about 6	about 36

Night Work: Rotation

Omit

Ages of Women on night work suspicious of the boy who work until 7 P.M. — Think he may work after 7 P.M.

Wages: before Order No. 27 | Under Order No. 27 | Present $52

Nationality: American

Union membership: No

Names & positions of persons interviewed:
J. J. Geigan, Assistant Agent.

Date Oct. 25, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-Messengers
B & O, Baltimore-Locust Point.

1

One of the boys works in the office as office boy.
2 boys carry messages between the Pier and Camden station-they have regular trips they make each day.
2 of the boy carry messages between the Pier and the Locust Point Yard master's office and cross many or few tracks according to they way they go(see Memoranda for clerks-yards #3)
1 boy used to make special trips to yards or to Camden station.

Mr. Geigan says that they boys' work has to do with the offices at the various places-they do not need to go out among the tracks, except as they have to cross tracks to reach the offices. He would like to be informed as to what work is forbidden boys under 16 around railroads as he is anxious to obey the law. He says that he has heard it talked about recently.
(Miss Goldmark, please write Mr. Geigan when you hear from Mr. Fox.)

Florence E Clark

Letter sent to Mr Geigan Oct 30
asking about ① Back bay
② giving digest of Mr Fox letter re child labor.
see notes etc C J Dysart

RR 7
Sec. 7

City, Town or Shop: Baltimore (Locust Point-Car repair)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
3 car dept.	operator bolt threading machine	1	0	0	0	0	May 1917
10	Carmen's helper						

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 A.M.	12 to 12.30	5:30 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work: No night work

Wages: before Order No. 27 Jan. 1918 — 27 1/2 per hr.

Under Order No. 27

Present Sup. 4 with amendment 1 — 45¢ per hr.

Nationality: Polish ?

Union membership: No

Names & positions of persons interviewed:
Margaret Potyee, Forewoman
E. P. Cox, Foreman

Date Oct. 24, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-operator bolt threading machine.
B & O, Baltimore-Locust Point, Car Repair.

1

The present operator of the machine started to work May 1917. She worked one year lacking one day and then quit. She was off from May 16th to August 2nd but found that her new work was not so interesting as her old job. She got the job back and has been working since August 2nd. She threads new and old bolts, varying in size from 3/8 to 2 inches. She attempts to keep a supply of the various sizes in stock; in addition she threads any single bolt that a workman may bring to her. The machine is made so that three different sized dies can be set up at the same time. The present operator knows how to change the dies and knows what die to put on if a bolt is handed to her. The bolt automatically feeds itself and the machine indicates when the bolt has passed through the die. At 5 o'clock each day she stops her machine and cleans it before she leaves. The drill press operator who oils all other machines in the shop, oils the bolt threading machine.

2

See memoranda for Forewoman for description of rest room.

3

Perhaps the greatest strain that the present operator has is from standing on her feet all day. She says she does not mind it now but she did at first. There is a permanent boxlike structure next to the machine which I asked if she ever sat down on. Both she and the forewoman who was listening said that the foreman of the shop would think she was loafing on the job if she sat down, so she seldom did. The machine is rather high and if a small woman were put on it there would be some strain when the lever was operated to release the bolt. The woman who is operating the machine at present is a well-built, fairly tall woman, aged about 25 years. Located in the opposite end of the room are the saw mill machines and during the process of their cutting, the place is filled with loud piercing and screeching sounds, which are alomost terrifying to one unascustomed to them. When the drill press, also located in this room, is in operation the noise must be very great.

The operator wears gloves in handling all bolts and her machine.

4

For supervision by forewoman see Memoranda for Forewoman.

5

Operator is paid time and a half for overtime after the 8th hour.

Florence E. Clark

RR 8

Sec. 8

City, Town or Shop: Baltimore (Locust Point Car Repair)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
10 Shop Work	Laborers-outside	5	0	0	0	12 to 15	May 1917

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
5	7 A.M.	12 to 12:30	5:30	0	10	60

Night Work: Rotation

Ages of Women on night work No night work

Wages: before Order No. 27 Jan. 1918	Under Order No. 27	Present under Sup. 7
22¢ per hr.		35¢ per hr.

Nationality:	Union membership
Hungarian and Polish	No

Names & positions of persons interviewed:
Margaret Potyee, Forewoman.
E. P. Cox, Car foreman.

Date Oct. 24, 1918 Agent Florence E. Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

RR 9

Sec. 9

City, Town or Shop: Baltimore (Locust Point Car Repair)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
10 shop work	Laborers-inside	2	0	0	0	0	May 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
2	7 A.M.	12 to 12.30	5:30 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work: No night work

Wages: before Order No. 27 Jan. 1918: 22¢ per hr.

Under Order No. 27:

Present Sup. 7: 35¢ per hr.

Nationality: Bohemian and Amer.

Union membership: No.

Names & positions of persons interviewed:
Margaret Potyee, Forewoman
E. P. Cox, Car Foreman.

Date Oct. 24, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-Laborers, Inside and out.
B & O, Baltimore-Locust Point, Car Dept.

1

Inside Laborers. One of the women, the Bohemian, sweeps and picks up lumber in the saw mill room. As the men are cutting lumber all day, this is enough to keep her busy. The other woman, the American, does the cleaning of the offices, toilets, and woman's rest room.

Outside Laborers. At present there are only 5 women cleaning the yard. The forewoman says that recently several have quit, giving the excuse that the weather is too cold to do the outside work. As she was not working herself last winter she does not know, what will happen. In cold weather. One woman told her that last winter the women did not work in the yards-old men were used to do the work. The winter work means that the snow must be removed from the tracks and switches.

The yard where the women are at work is used for repairing damaged cars and is well protected with blue signals(see memoranda for Oilers) The women sweep up the dirt and shavings with a stable broom, and pick up the small scrap iron, using a light wheelbarrow for removing it. The boards, shavings, and dirt are taken over to the dump pile, where small children rescue the good pieces of lumber; the iron scrap is dumped on the scrap heap, located in the yards. ~~One~~ Five hundred yards is perhaps the greatest distance the women have to go and the forewoman continually warns them not to take too large loads. The heavier pieces of iron are removed to the scrap heap by old men.

Mr. Galloway, the Master Mechanic, told me that Locust Point had the cleanest yard of any place in Baltimore and he gave the credit to the women. The condition of the yard was all that Mr. Galloway had claimed it to be.

2

See Memoranda for Forewoman for description of toilets and rest room.

Florence E. Clark

RR 10

Sec. 10

City, Town or Shop: Baltimore (Locust Point-Car Repair)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
3 car dept.	carmen's helpers (dope reclaimers)	2	0	0	0	0	May 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
2	7 A.M.	12 to 12:30	5:30 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work No night work

Wages: before Order No. 27 Jan. 1918 29¢

Under Order No. 27

Present under sup. 4, with amendment 1 45¢ per hr.

Nationality: Italian and Polish

Union membership: No

Names & positions of persons interviewed:
Margaret Potyee, Forewoman
E. P. Cox, Foreman

Date Oct. 24, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-Dope reclaimers.
B & O, Baltimore-Locust Point, Car Repair Dept.

1

The dope house is a small one story building located in the repair yards, underneath which are kept the barrels of oil. Trap doors in the floor mean that the women can get the oil with out going outside. No men work in this house-Miss Potyee has full charge of the house and the two women.

The waste is brought in from the yards-the waste is that ~~which has been~~ taken out of the boxes ~~from~~ by the oilers. It is spread out on a wire tray and loosened up by hand-the women do not wear gloves and their hands are black from the oil all day long. The waste is then put in a vat of clean ~~car~~ coal oil and rinsed up and down. It is removed from here and put in a cylinder press, pressed sometimes only once, sometimes three times depending on the freshness of the oil in which the waste has been washed. Some of the waste is put up in small rolls and bound round with a string, to be used back of the journal in the boxes - other is left loose to be shipped to other yards in Baltimore, which have no dope house.

Mr. Cox says that the coal oil is obtained in barrels and used with no further mixing as received. He says that the foreman woman does not need to have any knowledge of chemistry and that she is at present having full charge of these women.

The dopereclaimers clean the dope house.

2

See Memoranda of Forewoman for description of toilets and rest room.

5

The dopereclaimers get time and a half after the eighth hour.

Florence E. Clark

VRR 11

Sec. 11

City, Town or Shop: Baltimore(Locust Point Car Repair)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
3 car dept.	carmen's helpers (oilers & packers)	2	0	0	0	0	May 1917.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
2	7 AM.	12 to 12:30	5:30 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work No night work.

Wages: before Order No.27 Jan. 1918 29¢ per hr.

Under Order No.27

Present under Sup. 4, with amendment 1 45¢ per hr.

Nationality: Hungarian and Polish

Union membership: No

Names & positions of persons interviewed:
Margaret Potyee, forewoman
E. P. Cox, Car Foreman.

Date Oct. 24, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda- Car oilers.
B & O, Baltimore-Locust Point, Car Repair Dept.

1

The oilers work in the dead yard where cars are being repaired. The blue flags are placed on the tracks on which men and women are working and if an engine is to deposit cars needing repair in this yard a signal is given by the engineer, aand a switchman runs ahead to see if every one is off the tracks.

The women do not use jacks as they do no repairing to the wheels and so do not need to lift the wheels from the tracks.(see testimony of Cora Walker former oiler of Bailey Yard, B& O, Baltimore, who claims that she used a jack and feels that jack-lifting and carrying is too much for women) The women open the boxes with a hook-at times this requires considerable strength. They inspect the wedge, brass, and journal in the box and if any is found defective, the box is marked with chalk to be repaired by the repairmen. If the contents of the box are found to be in good condition, they pull out the old waste and fill with new, using a long handled knife.

The women feel that the work is not at all difficult- the women now employed have not worked through a winter and they feel that the exposure in the bad weather will be the biggest drawback to the job.

2

See statement as to toilets and dressing room on Memoranda for Forewoman.

Florence E. Clark

RR 13

Sec. 13

City, Town or Shop: Baltimore(Bailey Yards-Utah St)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
4 (Clerical & semi-clerical	stenographer	1	about 21	0	0	0	2 1/2 years ago

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	8:30 A.M.	12 to 1	5:30 P.M.	0	8	48

Night Work: Rotation

Ages of Women on night work: No night work

Wages: before Order No. 27	Under Order No. 27	Present Sup. #7
$42	~~$87.50~~	$87.50

Nationality: American

Union membership: No

Names & positions of persons interviewed:

Charles Lehrer, Assistant ~~yard master~~ foreman. (?)

Date Oct. 16, 1918 Agent Florence E. Clark *Omit for "personal service"

(Hangs hat and coat in office--uses toilet, provided for the women cleaners.)

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

RR 14

Sec. 14

City, Town or Shop: Eutaw | Division: | Railroad:

Baltimore (Bailey Yards-Utah St.) | Baltimore | B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 cleaning	car cleaners inside	11	1 is 21 others older	0	0	0	Mr. Lehrer said that women had always been used on inside cleaning at Bailey

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
11	7 A.M.	12 to 1	6 P.M.	yes	10	70

Night Work: Rotation

Ages of Women on night work: If extra coach is called out, may have to work overtime.

Wages: before Order No. 27		Under Order No. 27 (under Sup. #4 - addendum)	Present
22 ¢	(raised by B & O to 25¢)	34¢	35¢

Nationality: American

Union membership: no — see page 3 of notes

Names & positions of persons interviewed:
Charles Lehrer, Assistant yard master. (?) foreman
Mrs. Cora Walker, 408 Hanover St., Cleaner.

Date Oct. 16, 1918 Agent Florence E. Clark.

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

✓ RR 15

Sen. 15

City, Town or Shop: Baltimore (Bailey Yards-Utah St.)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 Cleaning	car cleaners outside	6	0	0	0	9	Mar. 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
6	7 A.M.	12 to 1	6 P.M.	yes	10	70

Night Work: Rotation

Ages of Women on night work: If extra coach is called out, women may have to work over time.

Wages: before Order No. 27	Under Order No. 27	Present
22¢ (raised by B & O to 25¢)	under Sup #4 - addendum 34¢	35¢

Nationality: American

Union membership: No - see p 3 of notes

Names & positions of persons interviewed:

Charles (Buck) Lehrer, Assistant Yard master. (?) foreman
Mrs. Cora Walker, 408 Hanover St., Cleaner.

Date Oct. 16, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda.

B & O Baltimore-Bailey Roundhouse, foot of Utah St.

1.

Inside Car cleaners. The women dig out the paper and waste with a hook, brush the pipes with a short handle brush, sweep out the cars, mop the floors, dust the cars, clean the toilets, the windows and clean the lights. Two of the women are known as Headliners and the same women are usually used on this job. The Headliners clean the ceilings. They carry a bench or tressel which is placed in the isle for their pails. They also carry planks to be put across the backs of the seats-on these they stand to reach the ceiling. They use sponges, soft soap, and rags to clean with. Mrs. Walker who is on this work now says, "The tressel and planks are pretty heavy to carry and it is hard to clean ceilings all day long." Inside of Pullman cars are cleaned by Pullman cleaners.
Outside Car Cleaners. The women clean the windows on ladders--the ladders are similar to those used at the Camden Station and weigh about 15 pounds. Mr. Lehrer said that the modocking was done by the men. By questioning the women, however it was found that they often do the work. Mrs. Cora Walker, 408 Hanover St. said that they used brushes to apply the modock and used waste to clean it off. (Modock is a black oily liquid, purchased in barrels) The B & O women clean the outside of all coaches xxxxxxx, including the Pullman coaches.
(Men are still used in blowing out the cars with air--and they fill the ice and water tanks)
Cleaners-Roundhouse. The women sweep the floor of the Roundhouse with brooms, clean the office and mop the office floor (The office is one end of the Round House, partitioned off for the office force.) They also clean the women's locker room and pick up the scrap iron in the round house and placed it on the scrap heap.

Mr. Lehrer said that formerly the men car cleaners were taken off when necessary and used as car repairmen-the women were never used as car repairers.

The cars are located in the yard-the outside car cleaners have a cold time of it during the winter months.

2.

The toilet is located outside of the roundhouse in a poorly built shed--Marie Otterberin, one of the round house cleaners said that it froze last winter but she thought they were going to fix so it would not. She keeps the key to the toilet. The lockers are located in a room on the 2nd floor-the room is fairly good sized, provided with a table for eating and several benches. Two wash basins with running water, hot and cold, are in this room. The room is if anything,

Memoranda.

B & O Baltimore, Bailey Roundhouse, foot o f Utah St.

2(continued)

too hot. Steam pipes along the wall are essential for drying the women's clothes and feet when they come in from the yards--the window is located near the floorand is not large enough for providing ventilation and light. It is the top of a large window, the bottom of which lights the lower floor. The steps to the locker and rest room seemed to me unusally steep and dangerous.

3

The headliners job seems to be exceptionally hard and the outside car cleaners in winter weather(see 1)

4

These cleaners wear the same uniform as the coach cleaners at Camden station and I believe they also purchase them themselves.

9

If a window could be cut higher up in the wall of the women's locker and dressing room, it would make the room much more attractive and the ventilation could be regulated more easily.

Florence E. Clark

Organization of Cleaners in the B O Yards.

Mr. William Itzel, pipefitter Bailey Yards, Baltimore, for the B & O, says that the men have been talking with the white women cleaners about organizing. Nothing has been done except to have the women sign their intention of joining the organization. No attempt has been made to include the colored men or women ~~cleaners~~ cashiers employed by the Pullman Co. in the B & O Bailey Yards. The Railroad Unions meet in the Redmen's Hall, Baltimore, Paca St., near Fayette. Mr. William Itzel is Chairman of the Federated Committee, and can be reached at the Bailey Yards Baltimore or at His home, Halethorpe, Baltimore Co., Maryland.

Florence E. Clark

Testimony of Mrs. Cora Walker, 408 Hanover St. Balitmore,
concerning her work as Oiler, Bailey Yards, B & O

Mrs. Cora Walker worked as oiler under "Buck" Lehrer of the B & O Bailey Yards for 10 months, quitting sometime this spring after a personal quarrel with Mr. Lehrer. Mr. Lehrer intimated that Mts. Walker " did not prove satisfactory". Mrs. Walker claims that no one ever critized her work but that Mr. Lehrer did not like the idea of women taking men's jobs. Her experience may be interesting in comparison with that of women oilers elsewhere.

She says that she carried her own "jack" which weighs 60 pounds, she adjusted the jack and raised the car wheel from the track. This had to be done in order that the nesessary inspection be made in the box (located at the wheel) the packing removed, and new waste inserted. She took out the "brass" when she found it necessary in the course of inspection. She was out in all kinds of waather last winter. She made 25¢ an hour.

Mrs. Walker says that when she went to work on the job she weighed 198 pounds; when she left, she weighed only 142. She thinks that the job is too hard for women, and women should not be permitted to do the work.

Florence E. Clark

RR 16

Ser. 18

City, Town or Shop: Baltimore (Bailey Yards-Utah St.)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 Cleaning	other cleaners-platform labor	1	0	0	0	0	Mar. 1917

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 A.M.	12 to 1	6 P.M.	yes	10	70

Night Work: Rotation

Ages of Women on night work: If an extra car is called out, the woman may have to work overtime.

Wages: before Order No. 27		Under Order No. 27 (Sup #4 - addendum)	Present
22¢	B & O raised to 25¢	34¢	35¢

Nationality: Polish

Union membership: No - see p 3 of notes

Names & positions of persons interviewed:
Charles (Buck) Lehrer, Assistant - supervises women.
Mrs. Cora Walker, 408 Hanover St., cleaner.

Date Oct. 16, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

RR 17

Sec. 16

City, Town or Shop: Baltimore(Bailey Yards-Utah St.) | Division: Baltimore | Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 cleaning	other cleaners-roundhouse	2	2	9	0	0	Mar. 19 7

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
2	7 A.M.	12 to 1	6 P.M.	yes	10	70

Night Work: Rotation

Ages of Women on night work: If an extra coach is called out, may have to work over time.

Wages: before Order No.27	Under Order No.27 (Sup #4 - addendum)	Present
22¢ (B & O raised to 25¢)	34¢	35¢

Nationality: American

Union membership: No - see p 3 of notes

Names & positions of persons interviewed:

Charles(Buck) Lehrer, Assistant Yard Master (?) foreman
Mrs. Cora Walker, Cleaner
Miss Marie Otterberin, round house cleaner.

Date Oct. 16, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

RR 18

Sec. 16

City, Town or Shop: Baltimore (Riverside) | Division: Baltimore | Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
4 clerical & semi-Clerical	clerks and stenographers	9*	9	0	0	over 15	first put on 18 months ago-number increasing.

* two of these will commence work next week.

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
9	8:30 AM.	12 to 1	5:30PAM.	no	8	48

Night Work: Rotation

Omit

Ages of Women on night work: no night work

Wages: before Order No.27	Under Order No.27	Present Sup. 7
$55	should have been $77:55 Powers said $87.50	$87.50 to $112

Nationality:	Union membership
American	No

Names & positions of persons interviewed:
E. W. Powers, chief clerk, Master Mechanic.

Date Oct. 16, 1918 Agent Florence E. Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda.

B & O--Baltimore, Riverside RoundHouse, reached by Carey St. car, getting off at B & O Tracks.

2

The toilet is the one used by the women laborers. It consists of two small rooms one in which the 2 water-closets are located lighted and ventilated by windows in the outside wall; the other an inner room with no windows contains ~~the~~ the one wash basin, which furnishes both hot and cold water. Lockers are along the walls of both rooms. The ~~xxx~~ laborers have a large well lighted room in which to eat their lunches. Theclerks evidently eat at their desks if they bring their lunches. When I looked at the rooms in the morning they were in great disorder and very dirty--later in the day I found them much improved. The supervisor of the laborers has charge of this room. The toilet room is conventiently located on the same floor as the offices where the clerks work.

7

For some time there was only one woman-a stenographer-at these yards. A man clerk left for a better job and 2 girls were put on and the hours shortened. These two girls were put on Aug. 1918. Since then the number has increased steadily. The men who have held the jobs are leaving for bettering paying work-largely unskilled work in connection with the ship yards and munition plants. The jobs are being kept the same as when the men had them--because the 8 hour day is being introduced more clerks have to be put on the work.

Florence E. Clark

MR 19

Ser. 19

City, Town or Shop: Baltimore(Riverside Yards)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
1 attendants	laborers around storeroom	2	2	0	0	5	as material distributor Feb. 1918. As general laborer Sept. 198

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
2	7A.M.	12 to 1	6 P.M.	No	10	60

Night Work: Rotation

Ages of Women on night work: Man used on night shift

Wages: before Order No. 27 — Jan. 1918

distributor 22¢ B & O raised to 25¢

general laborer 22¢ B & O raised to 25¢

Under Order No. 27

Present Sup. #7

37¢

35¢

Nationality: American born

Union membership: no

Names & positions of persons interviewed:
H. R. Westinghouse, chief clerk, store keeper

Date Oct. 17th, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda.
B & O--Riverside Round House, Baltimore.

1

Material distributor is classed as a laborer around a storehouse(seeSupplement 7, Article v) An order for material, signed by one of the foreman, is presented at the window of the store. The material distributor fills the order, and stamps the slip of paper with her name and date. Mr. Westinghouse says that she does no clerical work at all. The filling of wholesale orders(requests for supplies in large quanties from other offices) is done by men, as the work is heavier. The material distributor should have a knowledge of where the various supplied are kept.

General Laborer around this storehouse cleans the desks and office at and near the distributing window. She cleans the shelves in the storeroom and sweeps; she straightens out the supplies and sees that the variouscompartments contain only one kind of article. When a new supply of an article is received she puts it away. The supplies are kept in small compartments on shelves--there are 7 shelves, placed one above the other-greatest height 10 feet. Instead of using ladders both women seem to climb up the shelves to reach the supplies on the top shelf, handing on by the boards, which form the partition, of the compartments. Two ladders were at hand--one a very long heavy ladder, the other light in weight but too short. Mr. Westinghouse said that the men around the place took the ladders away, but that he would see to it that a medium weight ladder of proper height was provided. The young girl who is on the job at present is small, slight, and 18 years old. The articles handled in the store house range from a few ounces to 200 pounds. If the woman finds any article too heavy for her, she is supposed to leave it for the men. The woman on the job now said, "You know we hate to leave things scattered about for the men to put away-I left anything I can possibly move. This work is lots harder than the machine I was running down at Locust Point and I was getting 45¢ an hour for that." The men do all the platform work-here the weights range from 200 pounds to 1000 pounds.

2

The women wear the uniform that the B & O cleaners wear, with the tight fitting cap. They use the toilet provided for the women laborers on the second floor and have access to the lunch room.

9

1)The work is evidently too heavy for the young woman now employed. If women are to be used on this work, some sort of physical standards should be set.

2) Mr. Westinghouse says that with the exception of the ruling in Supplement 7, Article v in regard to laborers around storehouses, the men and women employed around storehouses have been omitted from the classifications, for example the storekeepers, assistant storekeepers, and distributors.

Florence E. Clark

Child labour
used to night.
Mr. Galloway
promised that
they be removed.

VRR 20

Sec. 20

Child Labor(male)

City, Town or Shop:	Division:	Railroad:
Balitmore(Riverside Yards)	Baltimore	B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
7 messengers	day and night	0		4 boys	0	0	at least 6 months ago

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
2	8 A.M.	eat when duties permit.	4 P.M.	0	8	48
1	4 P.M.		12 P.M.	0	8	48
1	12 P.M.		8 A.M.	0	8	48

Night Work: Rotation Each boy keeps own hours.

Omit

Ages of Women on night work boys on night shifts 14 years old.

Wages: before Order No.27	Under Order No.27	Present sup. 7 #60
$35		

Nationality:	Union membership
American	No

Names & positions of persons interviewed:
Earl W. Powers, Chief clerk, Master Mechanic.
A. K. Galloway, General Master Mechanic, Maryland Section, Baltimore Division.

Date Oct. 16+ 17, 1918 Agent Florence E. Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-boy messengers.
B & O-Riverside Yards-Baltimore.

Duties of messengers. One of the day messengers works around the office carrying messages. At present there is one messenger on each shift, working in the pit. The boys receive messages from the men who inspect the engines as they come in the Roundhouses and carry the orders for repairs to the men in the shops, which are adjacent to the Roundhouses. See statement of present pit force by Earl W. Powers and proposed pit force (attached.) On his statement of the present pit force Mr. Powers has given the names of the boys used on the 2 night shifts, A. Weiddner and A. Miller. The Maryland State Certificates on file in the office show the following facts.

Copy of Employment Certificate for Julius Weidner,
Made By F. E. Clark, on Oct. 17, 1918.

Julius Weidner--37 E. Fort Av.
Issued to the B & O (Feb. 13, 1918)
Date of birth-Dec. 7, 1903 14 years 1 mo.
Height 5 ft. 1 1/2 in.
Issued by Mark Herzog.

Copy of Employment Certificate of Albert Miller,
made by F. E. Clark, on Oct. 17, 1918.

Albert Miller--1847 Belt Av.
Issued to B & O, Jan. 29, 1918.
Date of birth-Dec. 18, 1903.
Height 4-9.
Issued by Mark Herzog.

Violation of Maryland Child Labor Law.

On the afternoon of Oct. 16th, Mr. Powers wrote out the statement concerning the present pit force. He said that he knew the law prohibited the use of children at night but that he could not get older people for $60 per month. On the morning of Oct. 17 I asked him more about the duties of the messengers and asked him to sign the statement about the force on the three shifts, which showed the names of the boys employed at night. This he did, but he said that one of the boys had been transferred to the day shift. I asked to see the certificates on file and I copied the facts recorded above.

Later in the day he sent word that he was taking up the matter with his "boss" uptown and would like to see me before I left. Before I had a chance to get to Mr. Powers, I had met Mr. Galloway, General Master Mechanic, who asked me what situations I had found which ought to be adjusted. I told him that the Child Labor Law was being violated. He called Mr. Powers into the conference and Mr. Powers acknowedged the facts. He said however that he had never been told not to violate the law and he gave the same reason for doing it that he had given to me-that he could not get older people for the money. Mr. Galloway told him he was supposed to obey the law and to take the boys off immediately. He suggested that women be used in their place. Mr. Powers said that he had already taken the matter up and had been given permission to put on an $37.50 clerk on the two night shifts instead of the messenger.

Memoranda-boy messengers.
B & O-Riverside Yards-Baltimore.

I happened to be at Mr. Powers desk when he received a telephone message from the B & O legal Dept. He had inquired whether the Maryland Child Labor Law applied to the work in the pit. Their reply was that they had consulted a judge on this point but this point had not yet been tested in the courts. "They thought he had better not take the risk." I told Mr. Powers it was not the policy of the U. S. Railroad administration "to beat the state laws"; on the contrary its policy was to aid the states in the enforcement of all labor laws.

Interpretation of the night hour section of the Maryland Child Labor Law. (Section 22A)

Before going to the Riverside Yards on the morning of Oct. 17, I visited the office of the Labor Dept. of Maryland in the Equity Bldg. Only one man was in the office-the issuing of certificates had been discontinued until the following Monday on account of the "flu". This man in charge said the dept. had interpreted Section 22A to mean prohibition of all night work for children between 14 and 16.

Florence E. Clark

10/23/18
Section 7 of the Child Labor Law prohibits work upon any railroad to children under 16.
I am asking the Maryland Labor Dept for an interpretation of this clause.
F. E. Clark

30,000 M

Form 444 10-10-16

"UNITED STATES RAILROAD ADMINISTRATION"

W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

BALTIMORE AND OHIO RAILROAD

TELEGRAM

BE BRIEF

Washington Baltimore

Inspection Car

2 clerks - 8-4

1 messenger -

2- clerks - 4-1

1- Messgr A Weidner

2 clerks 12-8

1 messgr A Miller

Present Pres & Chairman

to all concerned

Gibbons

Gen Clerk.

2 clerks } 8-4 Am
2 messengers }

1 Clerk } 4-12 Pm
1 messenger }

1 Clerk } 12-8 Am
1 messenger }

Handle work up to

Proposed additional
force to comply with
I.C.C. Requirements

Earl W. Lewis
Chief Clerk.

TELEGRAM

"UNITED STATES RAILROAD ADMINISTRATION"
W.G. McADOO, DIRECTOR GENERAL OF RAILROADS
BALTIMORE AND OHIO RAILROAD

BE BRIEF

Form 444 10-10-16

39,000 M

Wm. Finance E. Clerk.

Wage adjustment
4 x 58½
2 x 68
Output from
58½ x
68
∴

RR 21

Sec. 21

City, Town or Shop: Baltimore (Riverside Yards)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
10 shop-work	triple valve tester	1	0	0	0	0	June 25, 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 A.M.	12 to 1	6 P.M.	No	10*	60

* 8 hr. day recognized in this shop-woman gets 1 1/2 time after the 8th Hour.

Night Work: Rotation

Ages of Women on night work: No night work

Wages: before Order No. 27 — Jan. 1918 — 29¢

Under Order No. 27 — reclassified in August see Memoranda #5 & #10

Present — 35¢

Nationality: American

Union membership: No-refused admittance by the men

Names & positions of persons interviewed:
Mary Linthicum, Triple valve tester, 446 E. Fort Av.
H. P. Schafer, Triple Valve repairer.
J. D. Schreiber, Triple Valve repairer.
A. K. Galloway, General Master Mechanic

Date Oct. 17, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-triple valve tester.
B & O-Riverside Yards, Balitmore.

1

Triple valve tester. Mrs. Linthicum in the presence of the two men who are classified as triple valve repairers and work at adjoining benches, gave the following description of her duties. The valves are taken from the trains and brought into the shop where they are cleaned by a man. If the man finds that there is a defect, he turns the valve over to the repairer, who repairs it and who turns it over to Mrs. Linthicum for testing. If the cleaner finds no defect he turns over the valve immediately to the tester. The valves vary in weight from 24 to 80 pounds-there are perhaps 5 or 6 80-pound valves to be tested each day-Mrs. Linthicum can not put these on the rack-one of the repairers does this for her. She puts the 60 pounds ones on herself.(The valve is the essential part in putting on or taking off the brake-it iscalled triple valve becaus it applies air, holds it, and releases it. All valves are tested periodically through an order of the Interstate Commerce Commission-one of the repair men thought every 12 months.)

The tester puts the valve on the clamps or rack and to each valve applies 8 different tests after having turned on the air as an engineer would. By the tests she knows whether the valve has no defects. If the valve is not right it is returned to the repairmen except in some cases of minor repairing which the tester has been doing.

The two repairmen testified that the tester, Mrs. Linthicum does the following repairing in connection with her work as tester-she puts in the emergency valve when necessary; she renews the cylinder cap gasquets, she grinds in the check valves. Mr. Schreiber said that the repairer never did this minor repairing-the tester always has done it. Mr. Schafer said that they talked about putting this part of the repairing on the repairers but the repairmen had refused to do it as they were piece workers. Mr. Schreiber said that he did not know that thishad been attempted.

Since Mrs. Linthicum has been on the job she has tried to train several women to do the work-one quit, the other went to Mt. Clare and is now running bolt threading machine, getting 45¢ per hour.

2

The tester has the privilege to eat her lunch with the women laborers in their rest room. The noon hour when I talked to her she ate her lunch near her bench. She says it is hard for her to go to the second floor-she prefers to wash her hands with coal oil and eat in the shop. The tester waars the B & O uniform worn by laborers and women cleaners. She wears in addition a leather or oil-cloth apron.

3

See #1 for weighs lifted. The bench on which the valves are clamped is about 4 feet high-there is a grave question whether women should be permitted to go on this kind of work. There should certainly be a physical examination.

Memoranda-triple valve tester
B & O-Riverside Yards, Baltimore
5

The tester says she gets 1 1/2 time after the 8th hour-she usually works overtime to get the extra money. On Oct. 17th I saw the service card, kept in the drawer of one of the benches; on this she was classified as triple valve tester and her rate recorded as 35¢ per hour. Without doubt she has been wrongly classified(see #10 for full details)

10

Testimony of complainant. In June 1917 Mrs. Linthicum first started to work in the shop. She cleaned valves for a short time-she does not remember how long. About June 25th she was put on one of the tester's benches, to be trained by Henry Reibling, a German. She worked along side Mr. Reibling for about a year, both classified as airbrake repairmen, she getting 29¢ per hour; he, 31 1/2 ¢ per hour. The Riverside yards are in the barred zone for aliens-sometime this early summer he Mr. Reibling was transferred to one of the other yards, because he is an alien German. Mrs. Linthicum ran the bench alone and is still the only one on it. When the order came out for changing the rates, she was put down as a triple valve tester and she was given ~~the~~ a 35¢ rate, the same rate as common labor receives about the shops and roundhouses. She get 1 1/2 for overtime after the 8th hour and she usually works 10 hours.

Mrs. Linthicum feeling that she had been wrongly classified has taken the matter up with Filipino, who said he saw Mr. Brady, the Assistant Master Mechanic about 2 weeks ago. She has also taken up her case with Shop Committee, of which a Mr. Gannon is a member She has also tried to get into the Union but she has made no headway-the men say "no women are allowed" She feels that she should be getting 45¢ or 50¢ per hour, instead of the rate of common labor.

Testimony of fellow repairmen., Mr. Schreiber and MR. Schafer. Both men acknowledge that Mrs. Linthicum does some repairing and should be getting 50¢ per hour.
(note-observation of agent F. E. Clark-Mr. Schreiber is very much in sympathy with the claims of Mrs. L. and says that the rest of the men are against her. He says that Mr. Brady does not like the women to get in-He advised me to take the case to Mr. Galloway who was the most just and sympathetic man to deal with. I believe Mr. Schreiber has sized up the situation pretty well.)

Conversation with Mr. A. K. Galloway, General Master ~~Mechanic~~ Mechanic.

Mr. Galloway met me while interviewing Mrs. Linthicum and asked me to come to see him-he happened to be at Riverside this day. He seemed to know something about the case but denied that the adjustment of her rate had come to him-he implied that the former master mechanic(a new one Mr. Fitchie has just come in) with the shop committee made the adjustment. He had heard something about Mrs. Linthicum's refusing to wear ~~the~~ a cap in the shop as the Union seems to have ruled. When I presented the details given above to Mr.

Memoranda-triple valve tester.
B & O-Riverside Yards, Baltimore.

10(continued)

Galloway, he said that Mrs. Linthicum was of course getting a wrong rate. The job might be classified in one of three ways-

1) Repairer of valves, because some grinding is done and if an emergency valve is put in, the breaking of a joint, in which case the person would be classed as a machinist and would be rated on the basis of experience-one year's experience or less 50¢ per hour; over one year and under two years's experience 53¢ per hour (See supplement 4, Article 2, Section 2)

2) Valve Tester in which case the duties of repairman would have to be taken off the bench and given to the regular repairmen. If the job were so classified(and this seems to be the way it is now being listed on the payroll) it would carry the rate of a carman("pipe and inspection work in connection with airbrake equipment on freight cars" -Supplement 4, Article 1, Section 6 and Article 2, Section 2-a)which is 48 1/2¢ per hour for 1 years' experience or less and 50 1/2¢ per hour for over 1 years' experience and less than 2. *'

3) Machinist's helper that rate of which is 45¢ per hour(Sup. 4, Article 3)

(While Mr. Galloway was talking over the rating with me, Mr. Gannon, evidently of the Shop Committee, broke in with the following conversation. He wanted to know how the complaint came to me, if I had come for the express purpose of making an investigation of Mrs. Linthicum's rating,. When I assured him that I had chanced upon the situation, that I was merely gathering the facts and listening to both sides, he said that in the committee's meeting with the master mechanic,"it had been decided to permit Mrs. Linthicum to work in the shop, but she was to get only 35¢ per hour.")

Mr. Galloway said that the job would have to be rerated and given one of the higher rates-he intimated that there would be opposition, that some would want the woman taken from the job. At this time, because of the shortage of machanists and because Mrs. Linthicum was doing the work, he was going to keep her on. Hedid not know which rate she would get.

Later in the day, Mr. Galloway sent for me after he had called up other yards under his jurisdiction to find out what the triple valve tester was receiving. He told me at this time that he had decided to rate her as a machanist on the basis of her experience, that is as a tester and repairer of valves, and that she would get either 50¢ or 53¢ per hour. He promised to write this office the exact rate she was given.

Florence E. Clark

*' Addendum #2 to Sup. 4 See 3 establishes a minimum of 68¢ for air brake rack men (classed as carmen)

E-38-45.

Subject:-Rate of pay due Mrs. M. Linthicum.

Baltimore, Md., October 2 5th, 1918.

Dear Madam:-

Referring to your conversation sometime ago, regarding the rate of pay of Mrs. M. Linthicum, employed as tripple valve tester at Riverside Shops.

Upon investigation, we find that the proper rate for this class of work is .48½ per hour, which it has been arranged to pay and the necessary adjustment will be made to date on which this class of work was performed by Mrs. Linthicum.

Yours very truly,

A. R. Gallway

General Master Mechanic.

Miss Florence E. Clark,
Field Agent, Woman's Service Section,
Neff Bldg, Washington, D. C.

RR 22

Sec. 22

City, Town or Shop: Baltimore (Riverside Yards)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
9 Roundhouse	forewoman of laborers in and about shops and roundhouses	1	0	0	0	0	about a year ago?

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 AM.	12 to 1	6 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work: No night work

Wages: before Order No.27	Under Order No.27	Present
Jan. 1918		sup. 7
22¢	B & O raise 25¢	35¢

Nationality: American

Union membership: No

Names & positions of persons interviewed:

Anna Biddell, forewoman
J. E. Brady, Assistant Master mechanic

Date Oct. 17, 1918 Agent Florence E. Clark

*Omit for "personal service"

SERVICE SECTION U.S.R.A. No. 1.

✓ RR 23

Sec. 23

City, Town or Shop: Baltimore (Riverside Yards) | Division: Baltimore | Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
9 Roundhouse	laborers-inside-Roundhouse	9	3	0	0	?	About 1 year ago?

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
9	7 A.M.	12 to 1	6 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work: No night work

Wages: before Order No. 27 — Jan. 1918: 22¢ B & O raise 25¢

Under Order No. 27

Present Sup 7: 35¢

Nationality: American born

Union membership: No

Names & positions of persons interviewed:
Anna Biddell
J. E. Brady, Assistant Master Mechanic

Date Oct. 17, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

RR 24

Sec. 24

City, Town or Shop: Baltimore (Riverside Yards)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
9 Roundhouse	laborer- inside and outside- RoundHouse Window Cleaner	1	0	0	0	0	? one year ago

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 AM.	12 to 1	6 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work: No night work

Wages: before Order No. 27 — Jan. 1918: 22¢ — B & O raise 25¢

Under Order No. 27

Present — Sup. 7: 35¢

Nationality: American born

Union membership: No

Names & positions of persons interviewed:
Anna Biddell, Forewoman
J. E. Brady, Assistant Master Mechanic

Date Oct. 17, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda.
B & O - Riverside Yards- Baltimore

1

Laborers around RoundHouses do several kinds of work, and an effort is made to keep the same women on the same jobs. One woman does nothing but clean the windows of the roughouses-she cleans both the outside and the inside of the windows. Two women are known as tender washers; they wash the outside of the tenders(coal carriers), using soft soap and lye in the water, and rinsing off the soapy water with clear water. The sides of the tenders are allowed to dry. The women stand on the ground and reach the top of the tenders with large window brushes. If obtainable more than two women are used on this job. One woman does nothing but clean the cab windows of the engines. A dry powder, known as Triple is used in the water-the windows are dried off with waste. Most ~~of the~~ windows do not need so strong a preparation for cleaning as do the windows of the engine cab. Two women clean the jackets of engines. Modoc is squirted on the engines by men. The women climb up to the bridge on the side of the engine where they stand to do their work, by means of several steps ~~under~~ the front wheels. They never climb on the boiler to reach the top parts of the jackets. instead they ~~th~~ flap their clothes to reach the spots. (Boys are used to clean the head lights) Two women sweep the RoundHouses with an ordinary broom; two others sweep the tracks with a big push broom and rake up th coal. The waste is picked up by a man with a wheel barrow.

Forewoman of laborers in and about Roundhouses and shops. The woman who holds this job is recognized about the offices and shops as the forewoman, yet she gets the same rate of pay as do the women whom she directs. Miss Kate Newman, is the forewoman, but because she is home sick, Anna Biddell is acting in her place. Miss Biddell says that the duties of forewoman are as follows: to see that the girls get to work; to assign the work and rearrange it if any of the women fail to report; with the assistance of a woman, to mop the floors of the offices, to dust, and wash the windows of the offices; to inspect the work of the women, described above, with that done by the women in the shops(see #1 Memoranda for Shops); to fill in if any of the women are out and actually do their work; to keep the service cards of the women; to keep clean the toilet room used by the laborers and the clerks and the rest and lunch room used by the laborers. The day I made the the inspection she was making arrangements to resew the carpet to be used in the master mechanics office-some spots were worn and a new strip was to be inserted. I saw the laborer from the store room bring a supply of needles from the storeroom to Miss Biddell with which she was to do the work. If the women want to get time off they make their arrangements with the forewoman. The cleaning she does takes about 4 hours each day.

2

For description of toilet see Memoranda #2 for Clerks and stenographers. The room set aside for the laborers for eating and resting is located on the second floor where the offices and the toilet are located. It is a large,well-lighted room with running cold water, several benches, and a table, not at present attractive but capable of being made so. The forewoman keeps it clean. The women wear the khaki colored uniform, with cap and spiral puttees that is worn by the other laborers and cleaners on the B & O .

Memoranda.
B & O. Riverside Yards, Baltimore.
5

The forewoman of the laborers, whose duties have been described in #1, is recognized by Mr. Powers, chief clerk, and Mr. J. E. Brady, Assistant Master Mechanic as "forelady" yet she is getting the same rate of pay as the laborers whom she supervises. Mr. Powers acknowledges that she is getting 35¢ per hour. Mr. A. K. Galloway, General Master Mechanic, Maryland District, said when the above facts were given to him that he thought she ought to be paid a higher rate and she might be given 5¢ an hour more than the laborers, by stretching Article 3, Section 4 of Supplement 4 with its interpretation #3, Article 5 to include supervision of labor. See below for recommendations.

9

As we will undoubtedly be finding leaders and forewomen repeatedly, and as it looks reasonable that these women should be rated at a higher rate than the women they supervise, I should like very much to know if the Board Of Adjustment for the Mechanical Trades is intrepreting the Article on Supervisory forces to include the supervision of labor as well as the crafts.

If this Article does not apply, the proper rating of this supervisory work should be taken up by this office.

Florence E. Clark

11/15/18 Mr. W. W. Calder said he would take this up for adjustment — promised to let us know.

RR 25
Sh. 25

City, Town or Shop: Baltimore (Riverside Yards)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
10 shop work	laborers-inside	4	0	0	0	?	? in last year.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
4	7 A.M.	12 to 1	6 P.M.	0	10	60

Night Work: Rotation

Ages of Women on night work

No night work

Wages: before Order No. 27 — Jan. 1918 — 22¢ — B & O Raise 25¢

Under Order No. 27

Present — Sup. 7 — 35¢

Nationality: American

Union membership: No

Names & positions of persons interviewed:

Anna Biddell, forewoman
J. E. Brady, Assistant Master Mechanic.

Date Oct. 17, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memoranda-Shop work.
B & O-Riverside Yards, Baltimore.

1

Laborers in and around shops-One woman sweeps the shop with the regular, small size broom. Two other women, besides sweeping with a broom, pick up the scrap iron and put it in heaps, where it is collected by a man.

The fourth woman is classed as a laborer but her work is specialized and it seems that she ought to be reclassified. She does her work in the blacksmith shop, of which J. H. Darby is foreman of the Airbrake and Pipe Section. He said that the job had recently been created, because of an order which he had received from the Master Mechanic to cover the pipes and brass railings used in the engine cab. He did not know why the pipes and rods were to be encased in canvas just at this time-he thought that the I.C. C. had a ruling on this point and that it had not been enforced. The rods were often hot and the engineers burned themselves. The woman covers the rods with canvas and sews the canvas together with large carpet needle and twine. There was no complaint made as to her classification-the woman on this job was home sick the day of the inspection.

2

Use toilet and rest room on second floor, used by other laborers.

9

I should like to have the question of the reclassification of the sewing woman in the blacksmith's shop taken up with some member of the board of adjustment before I talk over the matter with Mr. A. K Galloway, General Master Mechanic, Maryland Section, Baltimore-Camden Station.

Florence E Clark.

III 62-77

Clark

66d

INSPECTION SHEETS

Baltimore Series

BALTIMORE & OHIO

R.R. No.	Series No.	Occupation	Address
62	(62)	Car Cleaner	Camden Station, Baltimore
63	(63)	Cleaner	
64	(64)	Car Cleaner	
65	(65)	Cleaner	
66	(66)	Parcel & Baggage Checker	
67	(67)	El. Op. & Check	
68	(68)	Clerk	
69	(69)	Cleaner	
70	(70)	Cleaner	
71	(71)	Messenger	
72	(72)	Attendant	
73	(73)	Gate Tender	
74	(74)	Clerk	
75	(75)	Matron	
76	(76)	Supervisor	
77	(77)	Cleaner	

/

RR 69

Sec. 69

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	BTO

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 Cleaning	Other cleaners Station + Offices (sweepers)	10	0	0	10	4 *1	July 23, 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
9	7 PM	11 To 12	6 AM	yes *2	10	70
1	7 A.M	12 To 1	6 PM	yes *3	10	70

Night Work: Rotation each shift keeps our hours

Ages of Women on night work Youngest 22 yrs

Wages: before Order No. 27	Under Order No. 27	Present
$43 (1915) for 10 hrs.	$65 for 8 hrs	over $90 per mo (103.50) used [$75 per mo for 8 hrs 1/4 time for overtime]

Nationality: Amer - Colored

Union membership: none

Names & positions of persons interviewed:

H J. Doyle, electrician
+ day sweepers

Date Oct 10, 1918. Agent Florence E. Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*1 men clean cuspidors + mop the corridors
women sweep.

*2 Seemingly they get some Sundays off or work shorter hours

City, Town or Shop: Baltimore Camden

Class	Occupation	Number	Women	Other

* ~~Get one Sunday off~~

7 men handled the work now done by the 9 women.
Mr Doyle said the colored women sweepers were much more regular than the men.
The day sweeper said that the colored women tried to do their work well because they wanted to keep their jobs - they never had made so much money. She herself had been getting $8 a week.

* Get one Sunday off

RR 70

Sec. 70

5

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B&O.

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 cleaning	Other cleaners Station & Office [scrub women]	7	0	—	0	0	1904

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
7	9 PM	1 hr about 3 AM.	5 30 (?) A M.	*	8	48
	(day may be shorter - can leave when work is done)					

Night Work: Rotation

Ages of Women on night work over 21

Wages: before Order No. 27	Under Order No. 27	Present
?	$1.26 per day	$2.33 per day

Nationality:	Union membership
American (white)	none

Names & positions of persons interviewed:

H J Doyle, electrician

Date Oct 10, 1918 Agent Florence E Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

* 4 of the seven are used each Sunday to do work - rest are off.

(over)

Mr. Doyle says white women are very irregular in coming to work. He has very few whom he can depend on to be there every night.

Station cleaners.
Baltimore (Camden)

2.

White women (scrubbers) — I did not find out where these women hang their wraps. I imagine they use the toilets in the Women's Waiting room. They eat their lunch at 3 A.M in the general waiting room, after they have come down stairs to clean the station proper.

Colored women (sweepers) These women use the public toilets in the Women's Waiting rooms. They have a locker room in the basement near the furnaces. There are several small windows near the ceiling, (about 2 x 1 ft) which could be opened. Artificial light is used constantly when the women use the room. There are enough lockers, and a mirror. A gas plate is on a table but the women do not seem to have inquired as to whether it can be connected. There is a table in the room — no couch and no wash basin or running water. The place was clean. A disagreeable odor, which could not be located, was thought to come from the men's toilets which are located just above on the first floor.

8.

The sweeping has previously done by men. Mrs. Doyle says that the colored women are very satisfactory. They are much more

degradable than the white women scrubbers. They are on their jobs every night - he showed me the time book to prove this.

When I questioned the day sweeper about her job she said that the reason why the colored women were so regular was because they were anxious to do the work right so that they would be kept on. She heavily had previously been making $8 a week - now she was make over $90 a month. The colored women had never had such wages before.

In fact she was so anxious not to offend her foreman Mr Doyle that she kept me waiting while she tried to hunt him up ~~so that~~ to get his permission to show me the dressing room. She only showed me the room after she was reassured by some of the engineers that "it would be all right with Mr. Doyle".

B&O. — Baltimore (Camden)

Experience with Section Laborers.

Interview Oct 10, 1918 with D. S. Fetters, Chief Clerk Division Engineers Office, Baltimore - Camden Station.

In Sept. 1918 the cleaning in the yards had got behind. The report was circulated by the B&O Railroad that if men were not obtainable, colored women and boys were to be used on this work. About 50 colored women applied, "dressed to kill" said Mr. Fetters, Some with feather boas, or fur neck pieces, some with artificial flowers pinned on them. They had heard of the high wages 30¢ to 32½¢ an hour and thought "here was a soft job with easy money." About 40 women were sent down to the yards - no selection was made. Thirty women were put on at Camden; 10 at the Metropolitan Branch. They women tried to use them in the dead yard (that is where little switching is done) but even here it was dangerous as an occasional engine came in. So have the women work done they had to be used in the live yard at times. They were told to put on overalls & evidently all did not do it.

The work consisted of picking up the scrap iron and cleaning weeds from the track. They also shovelled cinders, filling in the tracks after the cinders had been removed from the cars by men.

After three weeks experience the women were removed - before the Regional Director's request to that effect. The women were out on the job pretty regularly but they did not work hard and the men who were working with them complained. The women were not selected and the plan was not worked out carefully - the whole situation was demoralizing.

Mr. Fetters feels that women should not be used in the Maintenance of Ways Division, except in the offices.

1.) The work which could be done by the women is the light cleaning around the tracks. As the work is now organized the men who clean are called in on emergency situations - to mend tracks at distances from the station. Mr. Fetters feels that this work should not be done by women.

2.) Many of the gate men (watchmen at crossing) are incapacitated men who can not be used in anyother way. He saw no motive in putting in strong women on these jobs - they could be trained for other occupations.

Florence Cole

RR 77

Sen. 77

City, Town or Shop: Baltimore (Curtis Bay)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date firs Employed*
5 cleaning	cleaning-offices	1			1	0	Aug. 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	8 A.M.	12 to 1	5 P.M.	0	8	48

Night Work: Rotation

Ages of Women on night work: no night work

Wages: before Order No. 27: new job since women introduced-~~offices kept cleaner~~

Under Order No. 27:

Present: 35¢ per hr.

Nationality: colored

Union membership: no

Names & positions of persons interviewed:

E. C. Johnson, Yard Master-Curtis Bay.

Date Oct. 30, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

Memoranda-Office Cleaner,
B & O, Curtis Bay-Baltimore

1

Office was formerly cleaned twice a week, now since the women have been introduced as clerks it is cleaned once a day. This woman sweeps the office before the clerks arrive. She also scrubs occasionally but doesnot clean the windows.

2

The woman who now has this job, was not in the regular B & O Uniform designed for the women-it was similar but had no puttees and she was paying $4:25 instead of the $3.15 paid by the rest of the women. I called Mr. Johnson's attention to this and he said he would help her get the cheaper uniform.

PR 62

Ser 62

City, Town or Shop: Baltimore (Camden)

Division: Baltimore

Railroad: B&O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 Cleaning	car cleaners - inside	9	0	0	0	0	2 women have always been used around cleaners on inside work *

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
6	7 A.M.	12 To 1	6 P.M.	yes	10	70
3	6 P.M.	9 To 10	7 A.M.	yes	12	84

Night Work: Rotation Each group keeps own hours

Ages of Women on night work over 21

Wages: before Order No. 27: 22¢ | Under Order No. 27: 25¢ (B&O raise) | Present: 35¢

Nationality: American

Union membership: Supply Engineer

Names & positions of persons interviewed:

Joseph Zizwarek, car cleaning foreman.

Date Oct 9, 1918 Agent Florence E Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*' Within past year no. of women increased & now they clean out the refuse & dust as well as clean windows. Formerly retained - lamp lighter, ice-man, expressman cleaner, cleaning car ice-man.

RR 63

Sec. 63

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B&O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 cleaning	*' Other cleaners (car platform cleaners)	7	0	0	0	0	Within last year

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
5	7 AM	12 To 1	6 PM	yes	10	70
2	6 PM	9 To 10 PM.	7 AM.	yes	12	84

Night Work: Rotation each group keeps our hours.

Ages of Women on night work over 21

Wages: before Order No. 27	Under Order No. 27	Present
22¢ per hr	25¢ (B&O rate)	30¢

Nationality: American, German, Italian

Union membership: Trying to organize

Names & positions of persons interviewed:

Joseph Zigwanek, car cleaning foreman

Date Oct 9, 1918 Agent Florence E Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*' Clean platforms of cars only.

RR 64

Sa. 64

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B&O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 Cleaning	car cleaners - outside	8	0	0	0	0	Within last year.

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
5	7 AM	12 to 1	6 PM	yes	10	70
3	6 P.M.	9 to 10	7 AM.	yes	12	84

Night Work: Rotation Each group keeps own hours

Ages of Women on night work over 21

Wages: before Order No. 27	Under Order No. 27	Present
22¢	25¢ (B&O raise)	35¢

Nationality:	Union membership
Amer + German	Trying to organize

Names & positions of persons interviewed:

Joseph Zizwarek, car cleaning foreman

Date Oct 9, 1918 Agent Florence E Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Car Cleaners
Baltimore (Camden)

1.

The inside car cleaners remove the refuse and papers from the cars, mop the floors, dust down the racks, clean the windows, and toilets. Two women have always been used as inside window cleaners. Now they do all this work.

The Platform cleaners mop up the platforms and steps of the cars. (The cars are stationed in the train shed.

The Outside car cleaners merely clean the windows. The ladders which they carry are light, weighing from 10 to 15 lbs. The greatest strain would be caused by a short woman having a ladder too short for her, which would cause her to stretch to reach the tops of the windows. (The sides of the coaches are not being cleaned at present because of scarcity of labor.)

The cup filler is classified as a car cleaner. Mr. Fizwarek, the foreman, said that the man who previously had the job was similarly classified. She inserts the paper cups in the machine, removes the money; if the machine is clogged she tries to adjust it by inserting a knife in the coin slot and removing the obstruction. She may even unscrew the sides of the machine to locate the difficulty. If the lock or spring is out of order she sends the machine to the repair shop.

Car Cleaners
Baltimore (Camden)
2.

At present the women are using a toilet and rest room, located above the newsstand, reached by an outside staircase, leading from the freight shed. As the coach cleaners work in the train shed the room is conveniently located. The plans as they have been worked out by Mr Prince is to have a room built for the cleaners along the track and to use this room for the elevator operators, baggage checkers, and gatewomen (see Baggage checkers #10, complaint A.)

The room is very small & gloomy. At present it contains 18 lockers so that several of the women share their locker. ~~with~~ Two ~~to~~ wash basins, 2 toilets, a table with benches on each side are the other articles in the room. There is no room for a couch. When I saw the room it was very untidy and dirty. Addie Rizzo, one of the cleaners, who showed me the room, said that it was her duty to clean it each morning but on this particular morning she had not done it as she was not feeling well.

4.

The women wear khaki colored overalls or bloomers, bound in tightly ~~with~~ from the knees to the shoe tops with a sort of legging. The women pay $3.25 for this uniform. They say remarks are often made about them as they work in the train shed but they pay no attention. ~~to them~~

Coach Cleaners.
Baltimore (Camden)

8.

Mr. Magee, the station master, says that the women are proving more satisfactory than the men. They never have to be told to clean the front of the steps as the men had to — they realized that this part is as important as the rest because women's skirts touch as they enter the cars.

Mr. R.A. Spannes, Terminal Supt., is not convinced as yet that women should be permitted to clean the outside of cars.

Coach Cleaners.
Baltimore (Camden)

10. Complaints.

Time and a half for overtime.

Mrs. Addie Rispo (1015 Burgundy St), and Mrs. Margaret Hohweiler (Mt. Winans, Maryland), and Mrs. Susanna M. Mutz (463 Brunswick St) complained that the coach cleaners were not getting ½ time and a half for overtime + Sunday. They reported that others and repairmen were getting time and a half after 8 hrs and time and a half on Sunday.

I took the question up with Mr. Zizwaiek, the car cleaning foreman who thought the women were not getting overtime. The timekeeper at Bailey yards could not give the facts but suggested that the matter be taken up with Mr. Cox, Division of Accounting, Camden Station, 2nd floor.

An inspection of the pay roll was made. I found that that the women were getting the time and a half after the 10th hour. ~~each day~~ ~~that was work~~. (no overtime for Sunday except after the 10th hrs.)

[Overtime regulations as set down in Addendum to Supplement #4 to order #27] Because most of the day workers seldom work after the 10th hour ~~they~~ the amount of overtime was small and they did not realize they were getting it.

Coach Cleaners.
Baltimore (Camden)
10 Complaints (cont.

The facts from the accountants office I reported to Mrs. Rieps and Mrs. Holwieler in their rest room while at lunch with the rest of the women. I explained the difference in counting the overtime of clers & repairmen which begins with the 9th hour, ~~instead~~ from men which begins of with the 11th hour and which is not given on Sundays except after the 10th hour.

They felt their rate (35¢ an hour) ought to be higher in view of the rates paid by some munition plants. According to the wage rulings this is all they are ~~possible~~ entitled to as an increase. Mrs. Rieps is quite active in getting the women organized.

[So far as I could discover there was no adjustment to be made as to the wages these women were receiving]

And the rate the 4 men are getting who are classed as car cleaners and who act as light men, icemen, & cleaner of express cars.

Memoranda-Coach Cleaners. Addendum 1.
B & O-Baltimore, Camden Statinn.

10/25/18. Preparation used on windows. Conversation with Mr. Barnes foreman of Bailey Yards, who is responsible for the work of the cleaners in Camden Station. The windows are covered with pumice stone, slightly moistened. It is allowed to dry and then rubbed off. This gives the shine to the ~~xxxxxx~~ windows. Mr. Barnes thinks this work is too hard for the women-it requires a great deal of strength and pressure and most women do not apply the necessary strength, specially when they are on the ladders. He has found that in the Bailey Yards it has been necessary to use 5 women for outside cleaning instead of 3 men used formerly. The outside of the ~~xxxxxx~~ coaches are not now ~~done~~ wipped so often and the windows are not so clean. He does not say that women do not clean so well as men, but he does said that the women that he has hired do not clean the windows so well.

Florence E. Clark

told Mr. Barnes in
11/15/18 Mr. W.W. Calder ~~comp~~
my presence to put women on shr. shift
Will write us when change made. F.E.C.

Memoranda-Coach Cleaners. Addendum 2.
B & O-Baltimore, Camden Station.

10/25/18. To have proof that the night coach cleaners at the Camden Station work 12 hours per night, and 84 hours per week, a copy of the pay roll was made in the presence of Mr. Barnes, Bailey Yard foreman, who pointed out which were women, and Mr. W. G. Carl, Division Accountant.(See copy attached)

Florence E. Clark

RK 65
Sec. 65

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B&O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
5 cleaning	Other cleaners (cup filler)*	2	0	0	0	0	Within last year

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 A.M.	11.30 to 12	7 P.M.	yes	11½	80½
1	6 P.M.	9 to 10	7 A.M.	yes	12	84

Night Work: Rotation Each shift keeps our hours

Ages of Women on night work over 21

Wages: before Order No. 27	Under Order No. 27	Present
22¢	25¢	35¢

Nationality: American

Union membership: Trying to organize

Names & positions of persons interviewed:

Joseph Gizwarek, car cleaning foreman

Date Oct 9, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*Woman who previously had job called herself car preparer

(over)

RR 66

Sec 6 G

City, Town or Shop: Baltimore (Camden)

Division: Baltimore

Railroad: B & O.

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
* 1 (Attendants)	parcel + baggage checkers	6	0	0	0	3	Aug 16, 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	5.30 AM	11 To 12	2.30 P.M	yes *2	8	48
1	8 AM	11 To 12	5 P.M	yes *2	8	48
1	3 PM	½ hr off	11.30 P.M.	yes	8	48.
1	9 AM	12 To 1	6 PM	yes *2	8	48
1	9.30 A M	12 To 1	6.30 P M	yes *2	8	48

2 extra girls take any shift to fill in vacancies.

Night Work: Rotation The first three shifts rotate - the last 2 remain stationary - men fill in hrs. from 12 P M To 6 A M.

Ages of Women on night work 21 + 23 yrs + older

Wages: before Order No. 27	Under Order No. 27	Present
$60	$87.50	$87 50

Nationality: American

Union membership: none

Names & positions of persons interviewed:

J. T. Schley, Ass't Station master

L. A. Snyder, Baggage master (?)

Date Oct 10, 1918 Agent Florence E Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*1: Supplement 7 To order 27 gives baggage checkers $87 50 minimum "with clerks + those devoting majority of time to clerical work."

*2 gets 1 day off a week.

Memoranda

Baltimore (Camden Station)

Attendants – parcel and baggage checkers.

1.

The attendants check not only the parcels, suitcases, grips received at the window to be left temporarily at the station, but the train baggage as well. The baggage to be left at the station is taken from the window and placed on racks a few feet away. Because of one rack being placed on a platform, the highest shelf on one side is 6½ feet high. One suitcase taken at random weighed 50 lbs but the girls said this ~~picked out~~ was heavier than most of them. One which they claimed an "average suitcase" weighed 15 pounds. They thought that most suitcases weighed 15 to 25 lbs. A suitcase filled with tools, so heavy that I could not move it any distance on the floor, was placed below the window. The weight of these Tool cases is 75 to 100 lbs. The girls claim that they get the baggage men to handle them.

Baggage received at the window to be checked through on the train is placed on the floor a few feet away. Men bring up the large trucks, and load the baggage, & take it to the train. The men also bring the trucks filled with baggage

Clark

Parcel and baggage checkers.

from the trains into the baggage room. The girls check over these trucks of baggage. They handle the lighter baggage so that they can read the checks — if a trunk needs to be turned so that the check can be seen, the porters do it. The baggage master says the girls "never handle the heavier baggage, e.g. the trunks, unless they want to test their strength."

There is a certain amount of clerical work for all the baggage checkers — one however handles more than the others, and tends the parcel stamp system and is known as the bookkeeper.

The baggage master Mr. Snyder estimated that 1400 to 500 pieces of baggage were received on the average each day at the window for the parcel check dept. and perhaps the same number of pieces to be check on the trains.

2.

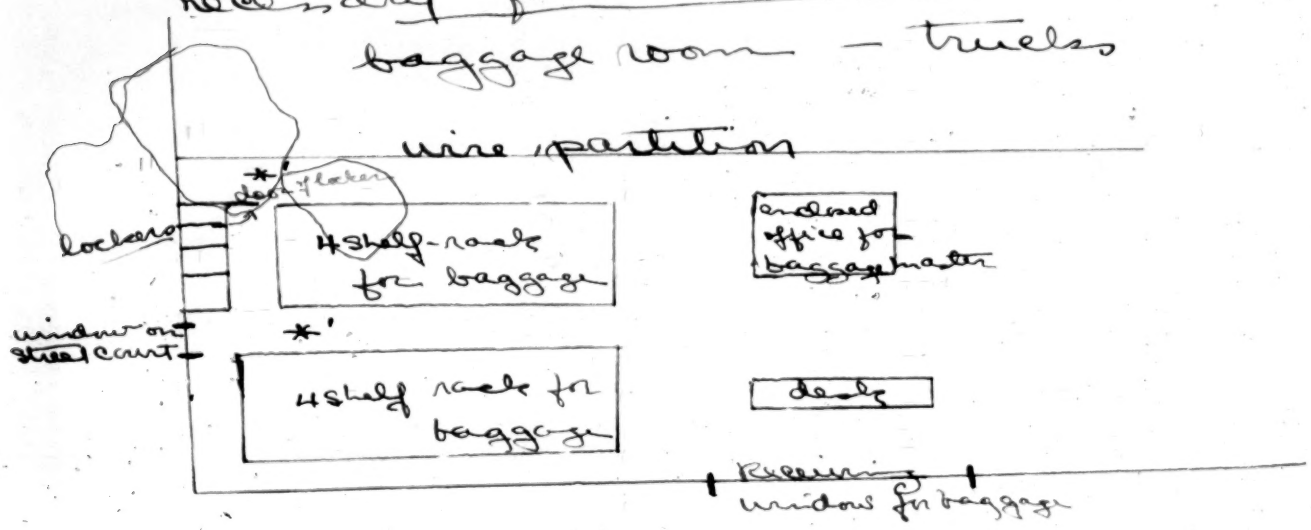
The women use the toilets in the Women's Rest Room, not a great distance away. These women have worn uniforms, a black alpaca dress but at present these are wearing out and plans are being made to furnish their with uniforms similar to the gate women (statement of Alice Price) The following diagram will

Clark

Parcel and baggage checkers

2. (Cont)

show the very inadequate dressing room facilities provided for the girls, where it is necessary for them to change their uniforms.



Each girl shares a locker. When the girls change their clothes they pile up suit cases on the racks to obstruct the view, open locker door, to shut out view of truckers through the wire partition and station girls at points marked *' Men, both white & colored, are constantly going in and out of this semi-warehouse. One other night a number of soldiers were in seeing about their baggage and one of the girls dressed while the soldiers were standing ~~stood~~ at attention.

3.

a.) See section 1, for weights lifted, number of articles handled per day. Undoubtedly some physical standards should be worked out for

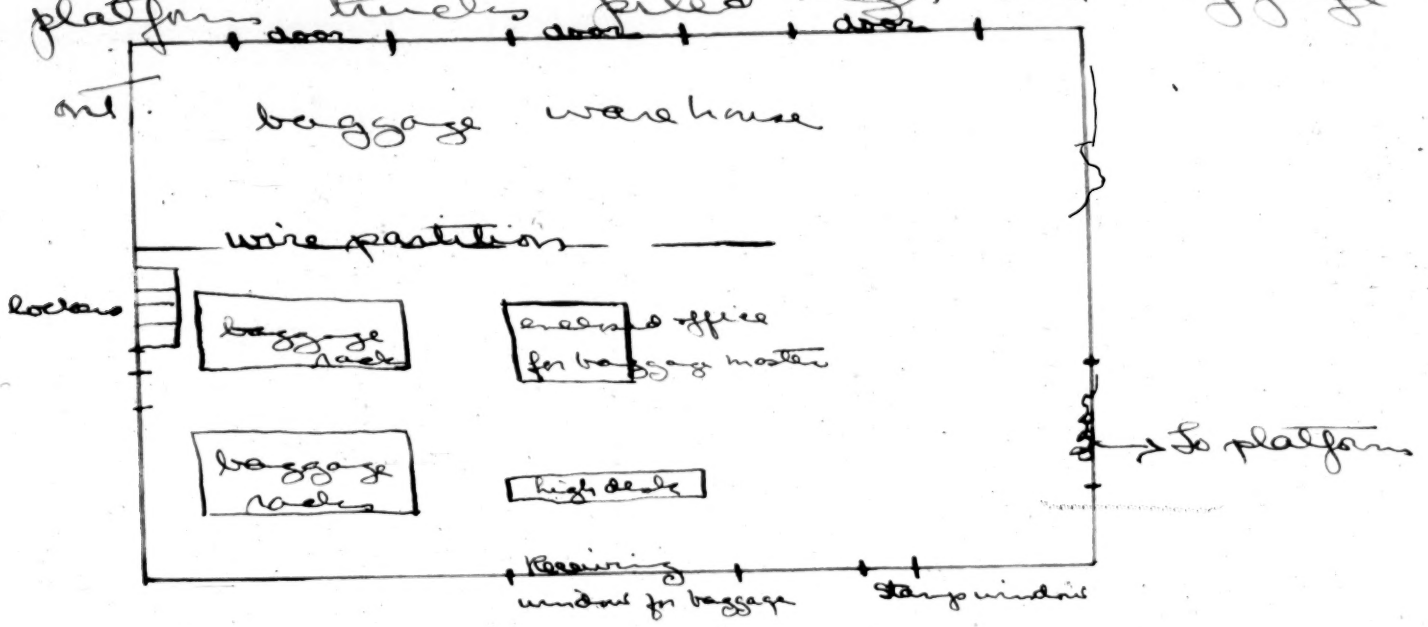
Parcel and baggage checkers
3(con't)

women employed at this job. These women have ~~employed~~ been hired by the station master and seemingly no standards have been required. Miss Price (see Woman Supervisor), says she is to hire the checkers in the future. To show what may happen I will cite the case of Miss Lilian Miller, whom I found working on the daylift, Oct 10, 1918. She had been on the job for 4 or 5 days having been taken from her job as elevator operator and check woman. She is 23 years old, about 4 ft 10 inches tall and weighs 98 lbs. She said, "I did not want to be put on this job – Mr. Mager, station master, changed me over and I did not say anything. ~~I have~~ It was the time of my monthly period when I was put on and I ~~could~~ can hardly stand the work the day through." No seats are provided for the girls; the windows are so busy that they would have little time to use them. (Maryland requires that 1 chair be provided for each female employee employed for serving the public) Article 27 §230.

b.) Exposure to weather

This parcel room is located in the baggage room, a semi-warehouse. The ~~location~~ following diagram shows the locations of doors and windows, which are ~~open~~ practically ~~either~~ all the time.

The doors are wide and high enough for the large platform trucks piled high with baggage to go in and out.



The place is so open and cold, that the health of the girls is affected - ~~See~~ This situation has existed for a year. See Section #10 for the statement of the grievance of the women and the suggested remedies.

8.

In considering whether women shall be kept on ~~the~~ as baggage checkers at all or the work adapted to their needs, the following facts should be considered.

1) Mr. Snyder at first said that they had put the women on ~~to~~ because they expected the men to be drafted. When I asked him where the men

were who previously had the jobs, he said that about 6 were being used as ticket sellers in various neighboring offices. The men had been promoted into jobs, which certain women could fill with some training. The women have been put at the heavy work; conditions have not been adapted to their needs, and no selection of women has taken place.

One of the women who was formerly employed by the B&O as a clerk is doing the checking; another had been a telephone operator, another a parlor maid and seamstress, another an elevator clerk & checker.

9. Comment or Recommendation

A. (See #10 for recommendations as to toilet facilities and to the protection of the women from the cold)

B. No standards seem to have been set for the employment of women as baggage checkers and elevator operators. These two groups of employees have ~~been~~ been hired by men - in the future, it seems, they are to be hired by Miss Trice, Supervisor of Women. She has been careful in selecting her group of gatewomen. This office could be of assistance in helping her set up standards for the employment of women as baggage checkers. Very young women are being used on the night shifts, girls barely 21 and with little poise. Miss Miller who is physically unable to handle the job, shows the need of setting ~~is an example~~ of up certain physical standards, if women are to be kept on this kind of work. (see p. 2) Two minima ~~things~~ that must be set up ~~standardized~~ for this job are a minimum age limit for the night shifts and a minimum height & weight, ~~and~~ with

certain general physical development, for all ~~women workers~~ shifts.

(Should have full name & address.)

C. Miss Lillian Miller should be transferred to some other work more fitted to her needs. She has been elevator-operator and check woman under Mr. James Magee; if she is not proving satisfactory in this work, something else should be found for her.

Parcel and baggage checkers.

10. Complaints

A. Dressing Room.

The women complained that the ~~dressing~~ place for ~~room~~ was inadequate because they were exposed to the view of the men ~~workmen~~ while dressing and undressing. They have endured these conditions since August 1917.

Memoranda #2 with accompanying diagram shows ~~these to be the~~ the real situation.

Miss Trimer, the new supervisor of women, says that she is trying to get the room, now used by the cleaning women, for a dressing room for "her women" (the gatewomen, checkers, and elevator women.) Mr. Barnes, who has charge of the cleaning women, "got the room first and won't give it up until some place is provided for his women." Miss Trimer says that she has put the ~~plans~~ difficulty before Mr. Grammes, Terminal Supt. and the plans are to have a shed built along the tracks for the cleaning women and the gatewomen, checkers + elevator operators & have

10. Complaints

the room over the newsstand, now used by the cleaners.

Recommendation.

1.) Because ~~of its location~~ the toilet over the newsstand now used by the cleaners, can ~~only~~ be reached by a stairway ~~leading~~ leading from the train-shed and because the women cleaners are employed in the train shed, it seems logical that this toilet be retained by them, provided a place in the station could be turned over to the women checkers, elevator operators, and gatewomen.

2.) If however the plans have been made to erect the toilet and dressing room for the cleaners, in the yards, the work should not be allowed to drag. We might get in touch with Mr. R.A. Grammes, Terminal Supt. Camden Station to find out just how far the plans have gone. ~~The~~ The case is out of Miss Tunis' hands, and ~~nothing~~ no one seems to be active on it.

B. Exposure to cold

The women complained that they were desperately cold all last winter, because the place where parcels are checked is not separated from the rest of the baggage room. The doors here are open practically all the time. Memorandum # 3, division B, contains a description + diagram of the room.

The women said that the mucilage froze in the bottle on their desk, and that they were sick with colds off and on all winter. In order to keep warm one of the women said she wore 2 pairs of woolen drawers, 2 woolen petticoats besides her outside woolen dress; one sweater under her dress and 2 over her dress. They said they were so stuffed up with the clothing they wore they found it difficult to handle the baggage.

They have complained to Mr. Magee, Station master and nothing has been done.

I reported the situation to Miss Prince, Supervisor of Women and she had done nothing except planned to get the women broad cloth uniform

10. Complaints.

which would be heavier than the alpaca dresses worn last year.

Recommendation.

1.) Because of the height of the ceiling it would be difficult to run a solid partition to the ceiling in place of the wire partition now used. ~~But the checkers' section could be partitioned off~~ However, just as the baggage master has an enclosed office built in the middle of the baggage room, so the checkers could have a larger office built from the wire partition to the ceiling with windows high enough for good ventilation. Windows could be placed in the partition, so that light could be obtained in the back from the large doors.

This matter could be taken up with Mr. R. A. Grammes, Terminal Supt. B&O, Camden Station, Baltimore.

B & O Baltimore-Camden Station.

Additional information concerning rest-room for baggage checkers, gatewomen, and elevator women-and checkers,

10/16/18 Interview with Miss Alice Prince in Camden Station. After my last visit on Oct. 10th, Miss Prince took the question of dressing room for the baggage checkers, gatewomen, and elevator women up with Mr. P. C. Allen, Division Superintendent, Baltimore. Two days later he called her in and told her that arrangements had been made to use the paymaster's office on the first floor of the station for the extra dressing room instead of building one down in the yards for the cleaning women. ~~and transferring~~ She told me that the paymaster had already moved out and that the work of tranforming his office had been started. She does not know whether the baggage women, gatewomen, and elevator women will have this new room or the cleaning women. At any rate there will be the two rooms so that both groups will be taken care of. She said "the only way to get a thing moving is to go to the head man."

Florence E. Clark

10/

Memoranda,-Baggage checkers, Addendum.
B & O, Baltimore-Camden Station.

Methods of bookkeeping.

Each checker starts out at the beginning of each day with no money. As she collects the charges on the parcels, she puts the money in the pocket of her apron-if she needs change at first she borrows from the other checkers. At the end of each day, she makes up her report and counts her money. On the following day the bookkeeper goes over the accounts of the various checkers (Miss Sullivan is the bookkeeper); if any shortage is found, the girl on whose account it occurs, makes up the amount. Miss Meredith says she is seldom short more than a few cents.

Stamp window. Small parcels from retailers, wholesalers, and individuals are received at this window for certain places along the B & O and the Annapolis Short Line. The articles are weighed, and the B & O or Annapois Short Line stamps pasted on the tag. The stamps are numbered. Miss Meredith in charge makes up a dailey report of stamps sold and turns in her report with the money at the end of the day to the bookkeeper, who checks up the next day. Miss Meredith keeps money the two sources-the stamp window and the parcel check window in the same pocket of her apron-no serious mistakes have been found.

The month and day, when article is received is stamped on the the tag-the stamp is adjusted by hand each day. The hour is put on the tag in writing. The regular hour stamp has been sent for repairs-it has been gone for 3 months.

The girls say they are seldom paid anything above the regular charge-if they should happen to be, each girl keeps her own fee.

10/25/18 The two girls who were on duty, one of whom was Miss Meredith wanted to know what we had done about the dressing room. (see report of inspection made Oct. 10, 1918)

Florence E. Clark
Oct. 25, 1918

✓ RR 67

Sec. 67

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B&O.

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
4 *1	elevator operators in train shed	3 *2	1	0	0	0 *2	Sept 23, 1918
clerical + semi-clerical	checkwomen						
	yard clerk						

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 A.M.	eat when work permits	3 P.M.	one day off a week	8	48
1	3 P.M.		11 P.M.		8	48
1	11 P.M.		7 A.M.		8	48

Night Work: Rotation Each is supposed to take our hours.

Ages of Women on night work 19 year (see recommendation #9)

Wages: before Order No. 27	Under Order No. 27	Present
$52	$55	$87.50

Nationality:	Union membership
American	none

Names & positions of persons interviewed:

James Magee, Station master.
J. T. Schley, Asst. Station-master.

Date Oct 9, 1918 Agent Florence E. Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*1 Mr Magee has classified the job as clerical & obtain $87.50 minimum instead of $70 which elevator operators receive.

*2 To be 3 women on this job - at present one off sick and one transferred to Baggage Check room. Colored porter is handling the job for 2 shifts or 16 hrs.

*3 One day off in 7 - may not be Sunday.

Baltimore (Camden)

Elevator operators and check women

1.

The elevator operators have check room in the Station Master's office in the train shed. ~~and~~ Here they do their clerical work. Their job consists of meeting the trains arriving on the lower level, taking those passengers who want to use the elevator up to the 1st floor, recording the "concess" of the train, telephoning that the train has left the particular track. A certain amount of clerical work is attached to the job and because of this, the women are listed with the clerical group and not as elevator operators.

2.

At present the women use one of the pay toilets in the Women's Waiting Room. Because the public can use the toilet by renting it, no articles can be left there – the matron keeps the possessions of the women in a large wardrobe. The elevator women will share the toilet and rest room which is being planned for the gatewomen, baggage checkers, and information clerks. (See Baggage checkers – * 10 Complaint A)

Elevator operators & checkwomen

Baltimore (Camden)

4.

The plan is to have the elevator operators wear the same sort of uniform as the gatewomen (see gatewomen #4) At present the one young woman who is on duty is wearing her own dresses, the skirts of which are several inches above her shoe tops. I was with Miss Price when she spoke to Miss Sucnick about lengthening her skirts.

If women are to be used as elevator operators, it seems to me that a more-careful selection should be made. ~~Mrs~~ Miss Miller who has been on the day shift (7 To 3 P.M.) has been put on as a baggage checker. Augusta Sucnick (Fairfield, Ala. Co., Maryland) who has had the shift from 3 P.M. to 11 P.M. has been temporarily put on the day shift – She says that she does not want the night shift because it is so difficult for her to get home. She misses her last car which leaves a certain corner at 11.30 P.M and she is compelled to walk from ½ to 1 mile on the outskirts of town, arriving home at 12.10 P.M. She likes the day shift but she does not expect to be kept on it. Miss Sucnick is 19 years old (born 1899), with a free and easy manner. Her work brings her in contact not only with the public but the trainmen, and the colored porters.

Elevator operators & checkwomen
Baltimore (Camden)

4. (Cont.)

Miss Price has been hiring the operators and arranging for their uniforms. She was not greatly concerned when I called her attention to the age of Miss Sucsick and the difficulty she has getting home at night.

9.

If women are to be used in the job 1) ~~either~~ they should either be used only on the day shift or 2) a more careful selection be made ~~of the women.~~ If they are used all night a minimum age should be set and a certain poise and maturity demanded.

~~August Sucsick should be~~

Addendum to report on dressing room for baggage checkers
B & O, Baltimore, Md., Camden Station.

11/22/18 Conversation over telephone with Alice Prince, Supt. Office, Camden Station.

Women baggage checkers are using temporary quarters "where the soda fountain used to be." There are no lockers here but there is place for the women to dress and undress and for them to hang their clothes. They are not using the place in the baggage room proper, described in original report. The work on the permanent dressing room,(the former office of the station master) is going slowly- Miss Prince says that carpenters are at work on the place now. She does not know why the work does not move faster.

Florence E. Clark

—

RR 68

Ser. 68

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
4 clerical & semi clerical	Clerks, stenographers typists	* 82	16-21 9	—	0	over 200	* 2

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
Other offices	8.30 AM	12 To 1	5.30 P.M	—	8	48
Freight office	8 A.M	12 To 1	5	—	8	48
	9 A.M	12 To 1	6	—	8	48

Night Work: Rotation — Omit

Ages of Women on night work In Division of Accounting clerks have worked a few hours overtime some nights on adjusting back pay

Wages: before Order No. 27	Under Order No. 27	Present
$55 - $82.50		$87.50 - $107.50

Nationality: American, few Jews

Union membership * 3

Names & positions of persons interviewed:
C. E. Fowler, Assistant car distributor
B. G. Cavalier, Chief clerk Division Accounting
L. J. Crosley, Freight Agent
Alice Purica, Supervisor of women

Date Oct 8-10, 1918 Agent Florence E. Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*' (see back for detailed statement)

	no. of women	
Division of accounting		17
clerks	9	
stenographers & clerks	2	
extra (pay adjusting)	6	
Superintendent's office		4
Freight		
clerks	40	
stenographers	2	42
Car distribution		
clerks	8	
stenographer	1	9
Terminal Supt.		1
Genl Supt		2
Engineers office		2
Dining room		2
Station master's office		3
		82

Clerks, stenographers, typists
Baltimore (Camden)

2.

For the newly introduced women clerks in the freight office a toilet and rest room has been provided on the 3rd floor. There are three wash basins and three toilets. The room is carpeted, has a couch and a number of chairs. The girls do not eat their lunches here but at their desks. Mr. Crosley says that the men are permitted to smoke at the noon hour. The rest room when I saw it was very untidy. Mr. Crosley says that a request has been sent in for a matron to care for this rest room and the one on the 2nd floor of the station, used by the rest of the women clerks.

The toilet on the 2nd floor of the station is a small room with 2 wash basins & two toilets. Several chairs, a table, and a couch provide some comforts. The room is gloomy and the day I was there it was too cold for anyone to lie down (if any one had occasion to do so). The floor is carpeted. At present a colored porter is keeping the room in order.

*2 Increase in number of women clerks.

#8.

1) Car Distribution Dept.

Women clerks were first introduced in this dept April 1918 – previously only 1 woman had been employed as a stenographer. Four men, before April 1918, were employed at $65 a month, on four record books. These were experienced men – they worked over 3 hrs a day. Since April the work of the 4 books has been redistributed and is now done by 7 women clerks, inexperienced in railroad work at least, who only work 8 hrs.

2.) Freight Dept.

One year ago there were only 2 women employed in this office – now there are over 40 and Mr. Crosley is expecting to use still more. The work of the entire office has been rearranged. Work of an expert nature has been put on one desk, run by an ~~old~~ man, experienced in railroad work. These experienced men have had charge of the new girls and have taught them as they have come in. One of the reasons why the work has had to be redistributed is because, as the work was arranged formerly, practically all men had to go into the train shed to run down certain facts. They also had to go to the basement past an open toilet and to the sixth floor where records are kept in a very dark place. Mr. Crosley felt that women should not be subjected to these conditions.

Unions

*3 One of the tippists in the Superintendent's office said that an attempt had been made to unionize the girls but so far as she knew nothing was being done now. The girls had attended a number of meetings but had not been greatly interested. She felt that the two reasons why the attempt had failed was 1) the poor speakers and 2) the fact that the girls did not dare speak about unions while at work, because some of the supervisors were opposed to them. She felt that the girls would be interested now if they had the proper leaders.

Mr. H.J. Doyle, electrician, said that the men in the freight office were pretty well organized and he had heard that these men were talking about unionizing the women so that their organization would be strengthened.

One of the girls in the freight office, when questioned about the unions, said, "What is a Union?" Evidently the organization of the women has not gone very far.

Children:

VR 71
Sec. 71

City, Town or Shop: Baltimore (Camden)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
7 messenger service	messengers (day)	0	0	13 boys	0	0	Have always used boys on this job

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
?	8 A.M	12 to 1	5 P.M	0	8	48
?	9 A.M	12 to 1	6 P.M	0	8	48

Night Work: Rotation

Ages of Women on night work

Sometimes stay after 6 P.M for 15 min. or 30 to finish work.

Wages: before Order No. 27 — $23 to 39

Omit

Under Order No. 27 — $30 to 50

Present — $48 to 57

Nationality: American

Union membership

Names & positions of persons interviewed:

E. J. Crosley, freight agent

Date Oct 8 & 9, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

over

12 of the boys employed in freight office
1 " " " " " car distribution dept.

With the exception of one boy who had been in his present job 1 year, the boys had been in the employ of the railroad less than 6 mo.

The 12 boys in the freight office had certificates on file

The boy in car distribution worked ½ day without cert. while it was being transferred from old employer.

✓RR 72

Sec. 72

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B&O.

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
1 (Attendant)	Attendant, Bureau of information	2	1	0	0	1	Sept 18, 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 A.M	12 To 1	4 P.M.	-0	8	48
1	4 P.M	no lunch period	12 P.M	yes (Shuns off)	8	48

[no one on duty from 12 P.M. to 7 A.M.]

Night Work: Rotation each shift keeps own hours.

Ages of Women on night work . over 21 yrs. (between 20 & 30)

Wages: before Order No. 27	Under Order No. 27	Present
*1 $75	Omit	$87.50 To 100

Nationality:	Union membership
American	none

Names & positions of persons interviewed:

James Magee, Station master

Miriam Grammes, Information clerk

Date Oct 10, 1918 Agent Florence E Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*1. Work formerly handled by 2 men, each working 12 hrs — the $75 man now getting $100. Two women just on, and 3 women now employed 8 hrs. Two women get $87.50 rate.

The women use either a pay toilet in the Women's Waiting room, which is adjacent or the toilet used by the clerks on the 2nd floor. To reach this toilet or rest room one must go out doors on the street. This is the only place the day clerk can eat her lunch.

Day clerk has attended the U. of Penn (19 yrs old); Night clerk has had 5 years experience as telephone operator in the Camden Station. No special training was given the women — they picked up the information as they worked.

Baltimore (Camden Station)

Attendants - Bureau of information.

2.

The women use either a pay toilet in the Women's Waiting room, which is adjacent or the toilet used by the clerks on the 2nd floor. To reach this toilet or rest room one must go outdoors on the street. This is the only place the day clerk can eat her lunch. (about 15 M)

Used for about 25 women

8.

Day clerk has attended H. of Penn (19 yrs. old)
Night clerk has had 5 years experience as telephone operator in Camden Station. No special training was given the women - they picked up the information as they worked.

Clerk

RR 73

Sen. 73

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B+O.

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
1 *' (Attendants)	Gate tenders on stations guards	10	0	0	0	none regular man - one sometime fills in.	Sept 13 to 14, 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
3	7.30 A.M.	eat when	3.30 P.M.	yes *2	8	48
3	3.30 P.M.	trains	11.30 P.M.	yes *2	8	48
2	11.30 P.M.	permit	7.30 A.M.	yes *2	8	48
2 extra	(take hours of others	when sick or	have day off)		8	48

Night Work: Rotation Each keeps own hours.

Ages of Women on night work Youngest 28 yrs.

Wages: before Order No. 27	Under Order No. 27	Present
$65 (men worked 10 to 12 hrs.)	Women to be hired at $80	$87.50

Nationality:	Union membership
American	no

Names & positions of persons interviewed:

Alice Trunce, Supervisor of women

James Magee, Station master

Date Oct 9 to 10, 1918 Agent Florence E Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*' Supplement 7 to Order 27 gives gatemen $87.50 minimum, "with clerks & men who devote majority of time to clerical work."

*2 At one day off a week - may or may not be Sunday.

Baltimore (Camden)

Gate tenders or station guards.

#1.

The women are stationed in the concourse most of the time and stand practically all day. Their duty as callers of the trains takes them into the Waiting Rooms. As yet they have let the men call the trains for the most part as they seem timid at hearing their own voices. Their other duties are to put up the signals for the leaving trains, examine the tickets of the passengers going through the gates, give such information as is necessary to get the passengers on the right train, to close the gates, and send the train off on time. They must know the destination of all trains, the stops, and hours of leaving. If any of the passengers go to sleep on the benches the gatewomen are to wake them up and see that they get their train. There is always some man in the employ of the railroad, ~~about~~ near at hand, who can be called in to assist if any of the drunks should become unmanageable. (see #4 for further discussion of this point)

Baltimore (Camden)

Gatetenders or Station guards.

#2

At present the women are using a pay toilet in the Women's Waiting room for changing their uniforms. The matron keeps their street clothing and possessions in a wardrobe — as it is sometimes necessary to rent the toilet to the public, no clothing can be left in the pay toilet. It is planned to have the Elevator operators, gate-women, and baggage checkers use a toilet together. At present the plans seem to be at a standstill but Miss Trice wanted to have the toilet now understand used by the coach cleaners for these women and a place built for them cleaners along the tracks (See #10, Complaint A (Parcel & baggage checkers for more details)

#4

~~The women are all~~
Each woman is to have a uniform of blue broadcloth, with B&O in silver on lapels of coat as

gate tenders

A stiff white collar with black tie is to be worn a cap, similar to a conductors. At present most of women are wearing their own suits until the suits are made. The railroad furnishes the suits to the women — previously the men bought their own.

The most objectionable part of the work and the most dangerous to a young woman is the contact with the drunks. The women claim that they have had no trouble and one woman said, "You know, (the drunks) they are sometimes more willing to do what a woman wants than what a man wants." Mr. R. A. Grammes, Terminal Supt. thinks that the women gatemen can be of real service in handling the women who come to the stations to solicit. From his conversation I judged that the men gatemen had approached the wrong women and there had been complaints to his office.

The job of gatewoman is a difficult one to handle. Miss Prime, Woman Supervisor, has used considerable care in choosing her women; six I saw are mature women, tall, strong, and reserved. I observed them for the three days I was around the stations and my confidence in them grew.

Gate tenders

Miss ~~Hin~~ Prince told me that two of the women had to be discharged. Mr. Grammes found ~~her~~ one laughing & talking with one of the Railroad men while on duty and had dismissed the man immediately and had a hearing for the woman. She was kept on but repeated the offense and was then dismissed.

Mr. Magee the Station master, thinks the women ~~gatemen~~ will be more satisfactory as gatemen than the men. Because of the shorter work day and higher wage, a better class of person is obtainable. "The men" he said, "shot craps in their vacant time" – he did not expect the women to do that.

The several women I got acquainted with said they liked the job with its excitement – some reported that certain of the passengers had been hard to manage – they were cross and disagreeable but they expected that to happen anyplace.

Miss Prince has tried to get women with at least a grammar school education, large so that the public will be impressed with their dependability, and women with good manners. With this careful selection and under supervision,

Gate tenders

the experiment seems to be working successfully.

#6.

Miss Prince has tried to put the most responsible women on at night although that is the easiest shift. The hardest hours are from 3.30 to 11.30 P.M. At present the Laurel Races are causing great crowds in the early afternoon. During this time men are put on to assist and the Station Policeman is on duty.

8.

Women were put on because the men on the job ~~were~~ had either been drafted or were going to be. Trainmen were being used to guard the gates when they were needed to collect fares on the train.

The rumor was circulated that women were to be put on – About 50 women applied most of them relatives of men already in the railroad service. One of the women hired had never worked outside her own home – another had worked in a factory, one has a young son 7 years old.

Gatetenders

#9

When I first discovered the women acting as gatewomen I was opposed to their being used in this capacity, until there was greater proof. However after seeing the carefully selected group at work, my opinion began to change. The job has its dangers if unsupervised and unregulated. The Station master and the several men under whom the women are getting their training are so interested in seeing the experiment work out, that the efforts of the women are strengthened at every point.

✓ RR 74
Sec. 74

City, Town or Shop: Baltimore (Camden)

Division: Baltimore

Railroad: B&O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
4 Clerical + semi-clerical	Office clerks (Pullman diagram operator + clerk)	1 ✓	0	—	0	0	new job created July 1918 filled first by man

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	8:30 AM Sat	1 hr (rarely) (sometimes)	5:30 PM 3 PM	—	8	48 or less

Night Work: Rotation —

Ages of Women on night work

Wages: before Order No. 27	Under Order No. 27	Present
—	—	$87.50

Nationality: American

Union membership: no

Names & positions of persons interviewed:

E. R. Jones, ticket agent

Date Oct 10, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

*' Answers telephone calls from various offices for Pullman reservations.

RR 75

Sec. 75

2

City, Town or Shop: Baltimore (Camden)

Division: Baltimore

Railroad: B & O

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
8 (Personal service)	matron (Women's rest room)	4	0	0	0	0	

No. on each shift	HOURS Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	8 A.M.	no regular	4 P.M	*	8	48
1	4 P.M	lunch period	12 P.M.	*	8	48
1	12 P.M		8 A.M.	*	8	48
1 extra	who takes day off	of regular	matron			

Night Work: Rotation each matron keeps her own shift hours

night matron has been on for 28 yrs.

Ages of Women on night work. elderly women

Wages: before Order No. 27 $46

Under Order No. 27 ?

Present $71

Nationality: American

Union membership none.

Names & positions of persons interviewed:

1) J. T. Schlegg, Assistant Station Master

2) matron on duty (extra matron)

Date Oct 10, 1918 Agent Florence E. Clark

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

* Gets one day off in seven — "Extra matron fills in

(over)

Duties of matron are to assist passengers, watch packages, and to keep toilets clean during day.

RR 76

Sep. 76

new job

City, Town or Shop:	Division:	Railroad:
Baltimore (Camden)	Baltimore	B & O.

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed*
12 Supervisor Women Employees	General Supervising matron - (Here some women)	1	0	0	0	0	Sept 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	8.30	12 To 1	5.30	no	8	48

Night Work: Rotation none

Ages of Women on night work none

Wages: before Order No. 27	Under Order No. 27	Present
new job		$110

Nationality:	Union membership
American	no

Names & positions of persons interviewed:

R. A. Grammes, Terminal Supt.

W. E. Nelson, Asst Supt. of Baltimore terminal

Date Oct 10, 1918 Agent Florence E. Clark *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Woman Supervisor
(General Supervising Matron)
Baltimore (Camden)

1.

Mr. R. A. Grammes, Terminal Supt. (R#24 Camden Station, Baltimore) has been in France for one year in connection with railroad work. He has seen women used more and more in the railroad service in France and is planning to use them wherever possible on the B&O. He sees no reason why they can not be put on as trainmen almost immediately. However he sees the difficulties of introducing women and the necessity of adapting the work to their needs. To illustrate his attitude - he said he was not convinced that it was at all necessary to use women to clean the outside of cars.

To help work out the introduction of women into railroad work, he has hired Miss Price. She is directly under Mr. W. E. Nelson but Mr. Grammes at present seems to be directing her work. In my conversation with Mr. Grammes I was unable to get a very clear idea of his plan - I do not believe that he has very definitely worked out a scheme. He realizes that some one - a woman - is needed to help with the problem. For instance he says, "we mean can't reprimand the women employes they burst into tears and come crying into

our offices. A woman should handle all such cases."

Mr. Grammes says that he conceives of a dept. in connection with the B&O at Baltimore, with a woman at the head who might be called "Supervising matron." Under her there might be a number of assistants. He is not at all sure that Miss Trimm is a big enough person to be the head of the dept. The Supervising matron would have the power to employ the women employees, supervise conditions, listen to complaints of the women, also complaints of various people concerning the women's conduct.

In my conversation with Miss Trimm I found that she had no very clear conception of her duties and powers. Since her appointment a few weeks ago she had been told to get women for certain jobs and has hired women as gate tenders, elevator operators and clerks in the station master's office. She thought that later the hiring of women for other positions was to be turned over to her. She has selected the uniforms to be worn by the gatewomen and arranges the details of their making.

So far as I could see she has not made a thorough inspection of the stations to see how all women employees are being cared for. She wants the dressing room above the ground used by the cleaning women for her women, meaning

Clark

the gatewomen, elevator women and cleaners. She felt no responsibility for the cleaners - she said that Mr. Barnes (head boss of the coach cleaners) would not give up the room until some place was provided for his women.

~~No~~ Miss Trainer has no record of the women employed. She says she is to have a file case in which she will keep the names of the women hired and ~~the~~ the names of applicants. She has worked out no form for this card. The women who apply fill out a regular application blank of the B&O R.R. These are turned over to Mr. Grammes, - so Miss Trainer has no record on file - she has jotted down the names and addresses of ~~the~~ women she has hired on various sheets of paper which she keeps in her desk drawer.

Miss Trainer was hired because of her experience as Traveler's Aid in the Camden Station for 4 years. She ~~had~~ has been trained for a playground worker, having taken the 4 years course in Baltimore. She lived 1 year with Miss Anna Hickoner at her Settlement ~~for 1 year~~ and during this year did playground work in ~~of~~ Baltimore.

Clark

#9.

It seems to me that Mr. Grammes is attempting to work out a worthwhile plan. From my conversation with him I judge that he is quite pleased with his own idea and would be a difficult person to whom to offer suggestions. He needs guidance however and I believe the Women's Service Section could be of real assistance in working out the details of the plan with him. Miss Truice is not a big person — she leaves the lift around the stations however. Her work could be made more effective if she were brought in touch with persons and movements working for the betterment of industrial conditions for women. To ~~attain~~ assist I would suggest 1) that the field agent who is inspecting on the B&O keep in touch with Miss Truice and 2) that after the question of dressing rooms (see baggage checkers #10 Complaint A) has been taken up with Mr. Grammes, Miss Truice be called perhaps to Washington for a conference to consult about details. A request for the conference should go through the hands of Mr. R. A. Grammes (R #24 Camden Station)

Clark

VI. $109\frac{1}{2} - 121\frac{1}{2}$

66e

121½

ADJUSTMENT RE No. 47 A

violation of District law

City and State	Division	Railroad
Washington, D. C.	Baltimore	B & O

1. Office, Shop or Platform: Freight House Office, 2nd St, & Florida

2. Official in Charge: D. M. Fisher, Freight Agent.

3. Employee Involved: Floesie Gillis, colored cleaner

4. Address-street number if necessary:

5. Source: developed thru investigation of Complaint No. 47

6. Statement of Case:

Miss Gillis told me that her hours were from 6 A.M. to 1 to 1.20 P.M. without any lunch period. She does not work in the afternoon. This is contrary to District Law Public No. 60-63d Congress(S. 1294) Section 3 which says " that no female shall be employed or permitted to work for more than six hours continuously at one time in any establishment or occupation named in this section one of this Act in which three or more such females are employed without an intervalnof at least three-quarter of an hour; except that such female may be so employed for not more than six and one-half hours continuously at one time if such employment ends not later than half past one o'clock in the afternoon and if she is then dismissed for the remainder of the day."

7. Action by Agent:

I did nothing on this case as I did not notice this to be a violation until I commenced to write up my report.

8. If unadjusted, name of next higher official with address:
D. M. Fisher, Freight Agent, Freight House Washington, D. C. 2St. & Florida

9. Action by Office:

Miss Goldmark thinks that District law does not apply which reads, that 3/4 of an hour interval must be given if more than 6 hours continuous employment occurs in any Manufacturing, mechanical establishment, laundry, hotel, or telegraph or telephone establishment, or office or Any Express or Transportation Company, in which 3 or more such females are employed, because there is only one person acting as janitress in this office.

10. Statement of Adjustment made and date:

11. Date of [illegible] 3/13/19

12. Name of Agent. Florence E.Clark

Washington-1. 121½

Town or Shop	Division	Railroad
Washington, D. C.(Freight Office)	Baltimore	B & O

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	cleaning-offices	✓ 1	0	1	0	Jan. 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	6 A.M.	* none	1 or 1.20 P.M.	no	7 or 7 1/3	7 or 7 1/3	42 or 44	42 or 44

* violation of district law

Night Work: Rotation

Ages of Women on night work: no night work

Wages: Jan.1.1918 and hours — 22¢ per hr.

Order 27 — Supplement No. Sup 7 — $70 ✓ — Present

Nationality: American-colored

Union Membership: no

Names & positions of persons interviewed:

Flossie Gillis, cleaner
D. M. Fisher, Freight Agent.

Date 3/13/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Hall

INSPECTION SHEET

Chesapeake & Ohio

R.R. No.	Series No.	Occupation		Address
1	(1)	Sbd Operators	Gen. office Bldg.	Richmond, Va.
2	(9)	Car Cleaner	17th St.Shops (Car Yds)	" "
3	(1)	Laundry Checker	Laundry	Clifton Forge, Va.
4	(2)	Laundry Workers	Laundry	" " "
5	(3)	Cashier	Lunch Counter, R.R.Sta.	" " "
6	(4)	Chambermaids	R.R. Hotel (Gladys Inn)	" " "
7	(5)	Baker	R.R. Hotel & Lunch Counter (Gladys Inn)	" " "
8	(6)	Switchboard Op.	Yard Office	" " "
9	(7)	Clerks	Freight Office, ~~the~~	Chicago, Ill.

FEB 11 1920

(# 1)

Town or Shop	Division	Railroad
Richmond, Va. General Office Bldg.	Richmond	Chesapeake & Ohio

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Switchboard Operators	6	0 (All above 30)	0	0	Always

Scoured N.P.

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
1	7 A.M.	1/2 hr.	3 P.M.		7-1/2	same	37-1/2 to 45 *
1	8 A.M.	12 - 3	7 P.M.	Every	8		
(chief) 1	9 A.M.	1/2 hr.	5 P.M.	other.	7-1/2		
1	3 P.M.	1/2 hr.	11 P.M.	(7th.day	7-1/2		
1	11 P.M.	-	7 A.M.	off)*	8		40 to 48 *
1	Relief takes hours in turn and every other Sunday						*(see memo. for extra time)

Night Work Rotation. No rotation except for relief

Age of Women on night work 30, 40, 45

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No.	Present
(Chief)	$60	$ 75	$85.....$92.50	
(Night)	60	$ 75	85.....92.50	
	55	71.50	80.....87.50 *	

* Raised by special authority in order not to be classed lower than the clerks.

Nationality: 1 Scotch (Chief Op.)
5 Amer.

Union Membership
No.

Names & positions of persons interviewed: J.P.Kelly, Ch. Cl. to Supt. Telegraph
Mrs. Morrisette, Chief Operator

(C.W.Bradley, Supt. Tel. not in.)

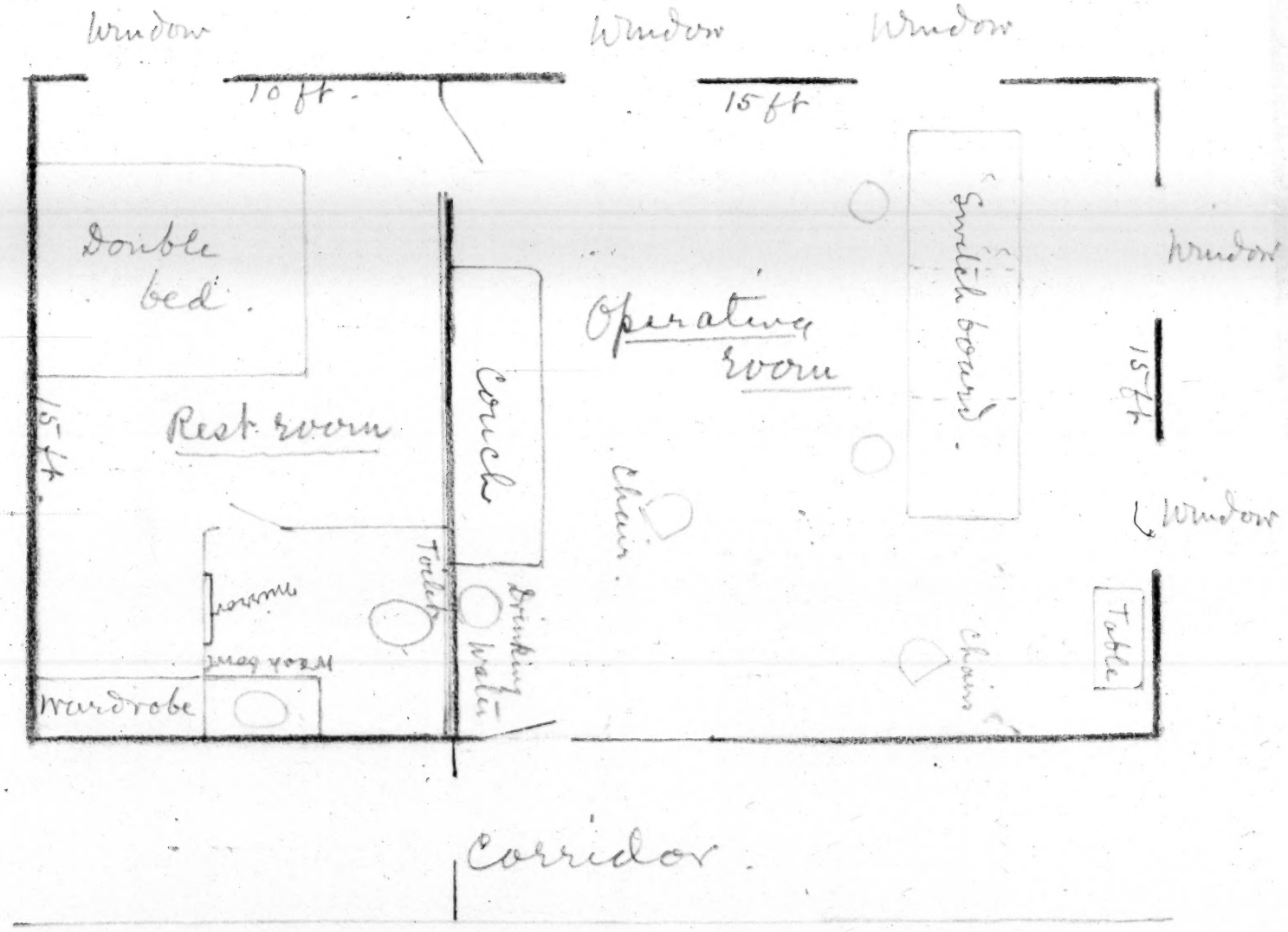
Date Jan. 22. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

1

Chesapeake & Ohio R.R. - General Offices - Richmond, Va.

Operating Room and Rest Room - Switchboard Operators.



Chesapeake & Ohio R.R. - Richmond, Va.

General Offices - Switchboard Exchange.

1.

This exchange is on the 18th. floor of the central office building at 9th. and Main Sts. in the heart of the city. The outfitting is new and carefully planned and is practically perfect for the comfort and convenience of the operators.

The operating room is about 15 feet square with four large windows looking south and west. These are fitted with green holland shades. One of the windows back of the switchboard has a plate glass reflector ventilator at the bottom of the sash.

The shades on the southern windows are usually kept lowered and light admitted only from behind the switchboard (see diagram of room). At the time of the Agent's visit these shades were also lowered more than half way and the room was lighted from two globes in the ceiling back of the board. These lights are shaded with opaque glass.

The room is furnished with a rug,a couch with pillow and blanket,a writing table and several comfortable wicker chairs.

The board is furnished with a night bell as well as the flash,so rest can be taken between infrequent calls on the 2nd. or 3rd. t trick. The operators report that while they may be called several times within half an hour,this enables them to rest away from the board and to read or sew.

The board is constructed with three positions,and was formerly so used when the work of the R.F.& P. and the C.& O. was combined. The R.F.& P. now maintains its own separate service and only two positions are in use.

This exchange is one of 20 trunks,160 lines and 2 long distance wires,one reaching to Cincinnati,the other to Norfolk.

2.

Opening from the operating room is a separate rest room completely furnished as a bed room,with adjoining toilet. The room contains a wardrobe and white enamel bed and is lighted and ventilated by a large outside window. Operators (especially one who lives in the suburbs) stay over night on occasions - for instance,when double service requires them to work first trick following second,that is,go off at eleven o'clock P.M. and come on again the following morning at seven. (see under 6.)

The pay of all these operators has been arbitrarily raised above the rate authorized by Suppl. 7. The chief operator naively explained to the Agent that their work was even more important than the clerks' and that the raise was made in order that they should not be paid less. Mr. Kelly, chief clerk to the Supt. of Telegraph, later told the Agent that when the clerk's minimum was known they were in danger of losing their skilled operators, who were flocking downstairs to apply for clerkships.

(In a telephone conversation with Mr. Harry Osborn, Chairman of the Clerks' Committee, the Agent inquired as to the membership of the operators. Mr. Osborn replied that so far they had not succeeded in getting any of them to join. Then he added: "No doubt you noticed the irregularity in their rates", and said that this undoubtedly had been given with the stipulation that they should not join the organization. The Agent sees no reason to believe this, but there appears no excuse for this specially authorized increase that would not apply to any switchboard in the country.)

The following memoranda were seen in the office of the Supt. of Telegraph:

Oct. 29. 1918. Memo. from Mr. J.P. Stevens, Gen. Mgr. to Mr. C.W. Bradley, Supt. Tel.... " According to our conversation this morning Suppl. 7 to G.O. 27 applies to your telephone operators. I understand your chief and your night operator are paid $80 and others $75 per month. According to Suppl. 7 their pay should be $87.50 per month, effective Sept. 1.

(signed) J.P.S."

Oct. 30. Memo. from F.E. Anderson, chief clerk to Gen. Mgr.

" Referring to Gen. Mgr's memo. of yesterday with reference to the application of Suppl. 7 to the telephone operators. This made the pay of the chief operator the same as the other operators - $87.50. Would suggest that you submit to the Gen. Mgr. form CF 276 asking for additional amount for Chief operators. Similar action has been taken in such cases.

F.E.A. "

A conversation evidently took place between Mr. Bradley and the Federal Manager, Mr. G.W. Stevens (father of J.P. Stevens), following which this memo. was drawn up by Mr. Kelly, chief clerk to Mr. Bradley:

Nov. 16. 1918. Memo signed by Mr. Kelly, ch. cl. to Supt. Tel.

	Dec. 1915	Jan. 1. 1918	G.O. 27	Suppl. 7
Chief	$45	$55	$65	$80
Night	45	55	65	80
Others	40	50	60	75

" Above is information asked for by Gen. Mgr.

J.P.K."

Nov.16. Mr. Bradley wrote to Gen.Mgr...." Memo. attached shows the increases that were made to telephone operators in First National Bank Building since Dec. 1915. Your memo. of Oct. 29. in which you made their pay $87.50 per month is attached to the papers. The two captains or Wire Chiefs of the Telephone Exchange have always been paid $5 more per month than the other telephone operators,and the request accompanying the papers to increase their pay from $87.50 to $92.50 per month was made after a personal conversation with you. These two wire chiefs cover the service and test the wires and see that the telephone outfit is on duty when they should be and maintain the discipline of the office.

(signed) C.W.Bradley"

Nov. 21. Mr. Stevens to Mr.Bradley:

' Referring to yours of Nov. 16,Fed. Mgr. writes us as follows:" I approve of these $5 increases covering the two chief operators in the P.B.X.at Richmond,provided the R.F.& P agrees".

Advise if R.F.& P agrees.

J.P.S.'

Nov. 25. A memo. from Mr. Bradley to Mr. Stevens (not copied verbatim) states that he had seen Mr. Duke,Federal Manager,R.F.& P.,who agreed that the R.F.& P. would pay its share effective Sept. 1.

The schedule for the operators gives them a 7-1/2 or 8 hr. day with an alternating 5 day and 6 day week. That is,three out of the six work each Sunday,having alternate Sundays off. There is,however,no emergency relief,the time of the regular relief being taken in supplying 5 week days and an alternate Sunday,so that the operators are called upon to fill in for each other all sick leave and vacation time (2 weeks with pay).

No extra pay is given for overtime,and it is stated by both the operators and the management that the weeks when they have to work 7 days about offset their 5 day weeks,so that the time may fairly be reckoned as an average 6 day week.

The chief operator says that they all feel that the present arrangement is satisfactory. She does not feel that any other arrangement for emergency relief would be as good,as the board calls all come by name and no one not thoroughly familiar with the official staff would be able to give good service. It takes two or three months to train a new hand satisfactorily.

Mr. Peterson,Electrical Engineer,seen on Jan. 26. in the Telegraph Office,is very proud of this outfit and thinks there is none to match it in the country,either in equipment or service.

(#9)
#2

Town or Shop	Division	Railroad
Richmond, Va. 17th. St. Shops (Car Yard)	Richmond	Chesapeake & Ohio

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaner	1	0 (over 60)	1	36	30 years ago (only woman)

No. on each shift	HOURS Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
	7.30 A.M.	- (20 min.)	3.30 P.M.	When needed Not usually.	8	10	

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No.	Present
(woman)	12-1/2 ¢	21-1/4 ¢	28 ¢	28 ¢ (see memo.)
(men)	14-1/2 ¢ (Day rate used only occasionally. Piecework system until abol.)	23-1/4 ¢	33 ¢ (Special adjustment after piecework abol.)	45 ¢

Nationality: Negro

Union Membership: No

Names & positions of persons interviewed: M. Flanigan, Master Mechanic
B.H.Graves, Foreman of Car Yard.

(3.50 P.M. Woman just gone home)

Date: January 24. 1920 Agent: Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Richmond, Va. - C & O Railroad

17th. St. Shops (Car Yard) - Car Cleaner.

1.

No women were taken on here during the war. One old colored woman, who has worked here 35 years and is said to be over 70, is used for inside car cleaning. She mops the floor but is helped by one or another of the men. The foreman, who spoke of her very kindly, says she is not now capable of a full day's work and is really kept on as a pensioner.

5.

For this reason her former rate of 28¢ was not raised to 45¢ with the men cleaners.

The woman was spokén of in the same way by Mr. Flanagan, M.M., and Mr. F.E. Anderson, Chief Clerk to the Gen. Mgr. The Agent was too late to see the old woman personally, but she is satisfied that her position has been correctly described, and that under the circumstances it is fair for her to retain her old rating.

2.

No locker room is provided for this woman. She uses the same toilet as the Pullman workers, and keeps her tools in there at night. (see # 8)

Interview with Mr. F.X.Kaine,Pullman Supt.Richmond,Va.

On January 27. after completing inspections of Pullman car cleaners at the yards of the R F & P,the Southern,and the C & O Railroads, the Agent called a second time on the Pullman Supt.. She reported to him the adjustments asked for in the toilet and dressing room accommodations furnished by the Railroad Companies,and asked his cooperation in securing the improvements suggested.

The need for better method in cleaning cuspidors and disposing of the water was also suggested. Mr. Kaine was not particularly interested. He thinks the cuspidors in the Pullmans are cleaner than those of the coaches and do not need special care.

ADJUSTMENT RE No. (1)

Hours and pay of Checker

City and State	Division	Railroad #3
Clifton Forge, Va.	Richmond	C & O

1. Office, Shop or Platform
Laundry

2. Official in Charge
J.H.Callahan,Mgr.of Laundry and Hotel

3. Employee Involved
Miss Dora Leftwich,Linen Checker

4. Address-street number if necessar
Clifton Forge

5. Source: Inspection of Agent

6. Statement of Case:

The duties of this position clearly bring it under the classification of Clerk. Since G.O. 27 it has been paid only $40 based on $20 as of Dec. 1915. (Recently raised conditionally to $50 pending adjustment of complaint made by B.of R.C.) Until Oct. 1919 the hours were 10 a day.

Miss Leftwich is entitled to the minimum of $87.50 with adjustment of back pay to Jan. 1. 1918. Also to pro rata overtime pay for 2 hrs. a day from Jan.1. 1918 to Oct. 1919.

(This case has already been taken to Washington by the Grievance Com.B.of R.C. and it is reported that a decision has been rendered - see inspection report. Details not yet obtained by Agent)

7. Action by Agent: Agent called to see Chairman of Grievance Com. in Clifton Forge, who was out of town. Talked with Pres.of Lodge,who did not know details of case,but thought a decision had been rendered.

8. If unadjusted, name of next higher official with address:
Mr. John D. Potts,Gen.Pass.Agt.,Richmond,Va. (Mr. G.L.King,Ch.man Grievance Com.B.R.C. C & O General Offices,Clifton Forge, Va.)

9. Action by Office:
(Mr. G.W.Stevens,Fed. Mgr.,Richmond.)

10. Statement of Adjustment made and date:

11. Date of Inspection Jan.27.1920
USRA-WS No.3

12. Name of Agent. Edith R. Hall

(#1)

Town or Shop	Division	Railroad
Clifton Forge, Va. Laundry		C & O #3

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4.	Checker	1	0 (about 30)	0	0	Feb. 1 1912 (same woman)

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
1	8 A.M.	12 - 1	5 P.M.	No	8	10	48 60

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. — Present

Dec. 1915 $20 — $22.05 ..... (#40) — By order of Fed. Mgr. G. W. Stevens March 1919 $40 — $50*

* Miss Leftwich's case is in the hands of the B.R.C. This rate was agreed upon pending a settlement.

Nationality: American

Union Membership: Yes - B.R.C.

Names & positions of persons interviewed:

(Mr. King, Chairman of the Grievance Com. was out of town)

Mr. J.H. Callahan, Mgr. Gladys Inn
Miss Dora Leftwich, Checker
Mr. C.S. Kittinger, Pres. Local Lodge, B.R.C.

Date Jan. 27. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

C & O R.R. - Clifton Forge, Va.

Laundry - Checker.

1.

The checker has charge of the linen room at the front of the laundry. She takes charge of the soiled linen coming in from the dining cars,&c., (see printed list attached) and the clean linen from the laundry,and counts and lists both ways.

In addition she does all the work of a shipping clerk - does up and tags the bundles to be shipped to the terminals or to be picked up by the several cars,and keeps the necessary books. These are the piece work book;- the order book (lists for each car coming and going); the shipping book; and a book listing and checking conductors' vests (few).

Articles to be mended are sorted out by the folders,inspected and counted by the checker,and shipped for mending to Covington,Ky.,headquarters of the Dining Car Service. There is no seamstress at Clifton Forge.

The duties of this checker classify her clearly as a clerk.(See 5).

The linen room is at the front corner of the building,with windows on two sides. There is a wide table shelf for clerical work and good shelving around the walls for storing the linen. These were well stacked,showing neat,orderly management.

2.

The only toilet available for this woman,and for the cashier in the lunch room next door,is that of the public waiting room (white). This is conveniently near and not particularly unsuitable. It is well constructed with modern plumbing and running water and appears to be fairly well kept by the colored porter in charge. The travel is light enough so that the waiting room is not often crowded. The work of the checker and cashier does not necessitate a change of clothing or much washing up.

5.

Miss Leftwich has held this position since Feb. 1912. She was paid $20 in Dec. 1915,and was raised to $22.05 before Jan.1.1918. Under G.O.27 she was raised to $40,which was her pay until recently.

Her case was taken up by the Clerks' Committee with the demand that a readjustment of her pay at the $87.50 minimum be made under Suppl.7 - also that overtime under Suppl. 7 be paid for time worked in excess of 8 hours since Sept. 1918 - see 6. While the case was pending her pay was raised conditionally to $50.

The 8-hour day was established in this position October 1919. Previously the hours ran from 7 A.M. to 6 P.M. with an hour off at noon. The Clerks' Committee claims that she should receive back pay pro rata for two hours overtime from Sept. 1918 to October 1919. This is justified by Suppl. 7, Art.X & XI.

On January 28, the Agent called at the General Offices to see Mr. G.L.King, Chairman of the Grievance Committee, who was out of town. She talked instead for a few moments with Mr. O.S.Kittinger, President of the local Lodge.

Mr. Kittinger did not know the details of the case, but knew it had been under discussion at Washington and thought a decision favorable to Miss Leftwich had been rendered a few days before.

Miss Leftwich also said she had heard the case had been decided, but so far had received no official word.

ADJUSTMENT RE No. (2)

Rate of pay

City and State	Division	Railroad
Clifton Forge, Va.	Richmond	C & O #4

1. Office, Shop or Platform
Laundry

2. Official in Charge
J.H.Callahan,Mgr.

3. Employee Involved
10 Laundry workers

4. Address-street number if necessar

5. Source: Inspection of Agent

6. Statement of Case:
The present pay of these women is that fixed by G.O.#27. They are entitled to the minimum $70 established by the new order of Interpretation 21 to Suppl. 7.,with back pay adjusted to Oct.1.1919. determined in accordance with Interp.21 to Suppl. 7.

7. Action by Agent: No action. Interpretation 21 was not issued at time of inspection.

8. If unadjusted, name of next higher official with address:
J.D.Potts,Gen. Pass. Agt.,Richmond,Va. (J.B.Parrish,Gen. Mgr.,Richmond)

9. Action by Office: (G.W.Stevens,Fed. Mgr. ").

10. Statement of Adjustment made and date:

11. Date of Inspection Jan. 27.1920 **12. Name of Agent.** E.R.Hall

USRA-WS No.3

ADJUSTMENT RE No, 2 & 5

Toilet facilities for laundry and kitchen workers

City and State	Division	Railroad
Clifton Forge,Va.	Richmond	C & O

1. Office, Shop or Platform
Laundry and Kitchen of hotel

2. Official in Charge
J.H.Callahan,Manager

3. Employee Involved
10 laundresses
3 kitchen workers

4. Address-street number if necessar

5. Source:
Inspection of Agent

6. Statement of Case:
There is no dressing room or locker space provided for these women,and no comfortable place for the laundresses to eat. The only available washing facilities are found in the single washbowl of the public(colored)waiting room. This toilet is also used by some of the women. Another toilet designated for their use is at the end of the second story hallway in the laundry building. To reach this the women have to pass a line of rooms used as sleeping quarters by men employed in the hotel. Also,this toilet is unquestionably used by the men, and would be difficult to reserve for the exclusive use of the women. For both these reasons it is considered unsuitable.

A room should be provided containing lunch table,chairs,locker space,washing facilities and toilets.

7. Action by Agent:
Attention of the local manager,Mr.Callahan was drawn to the need for this improvement. No other action beyond present report.

8. If unadjusted, name of next higher official with address:
Mr. John D. Potts,Gen. Pass. Agt.,Richmond,Va.(Mr. J.B.Parrish,Gen.Mgr.,Richmond)
(Mr. G.W.Stevens,Fed. Mgr., ")

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Jan. 27.1920

12. Name of Agent. E.R.Hall

USRA-WS No.3

Clifton Forge,Va. C & O

Laundry J.H.Callahan

10 Laundry workers	Mangle feeders Shakers Folders Press workers

There is no rotation of work in this laundry,and nearly all the women work all day standing. The only exception is the folders, who have soap boxes on which they sit to receive the smaller pieces.

More comfortable chairs should be provided for this work, and for the feeders when handling small pieces. Relaxation should be supplied for all the women by planning a rotation of work.

No action by agent other than this report.

J.D.Potts,Gen. Pass. Agt.,Richmond (J.B.Parrish,Gen. Mgr.,Richmond)
(G.W.Stevens,Fed. Mgr., ")

Jan. 27. 1920 E.R.Hall

(# 2)

Town or Shop	Division	Railroad
Clifton Forge, Va. - Laundry		C & O #4

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Mangle feeders Shakers Folders Steam Pressers (Jackets)	2 3 2 3	1 (18)	10	2 Foreman Washer	20 yrs.

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Since Oct. 1918	Total Hours Per Wk. Oct. 1918
All	8 A.M.	12 - 1	5 P.M.	No	8	10	48 60

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No. March 1919 by order of	Present
Mangle feeders	$19.85	($40)	$40	Fed. Mgr. $40
Shakers	16.80	($36)	36	36
Folders	16.80	($36)	36	36
Steam Pressers	1¢	2¢	2¢	2¢

Nationality: Negro

Union Membership: No

Names & positions of persons interviewed: J.H. Callahan, Mgr. Gladys Inn
10 Women
E.W. Harris, Foreman.

Date: January 27. 1920 Agent: Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

C & O R.R. - Clifton Forge,Va.

Laundry - Mangle Feeders,Folders,Shakers,Steam Pressers.

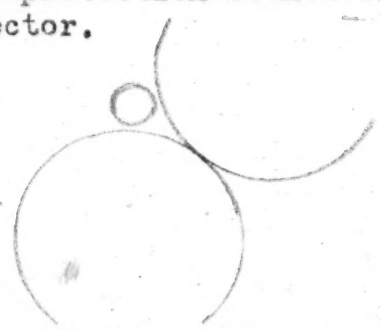
1.

This laundry occupies the lower floor of a 3-story frame building to the right of the hotel. The two upper floors are used as sleeping quarters for the colored men employed at the hotel.

The room is long and narrow and low cieled,and the machinery is somewhat awkwardly placed for comfort. For instance,the washing machines,instead of being placed by themselves at the far end of the room,are placed just back of the mangle,where whatever water is splashed is more likely to be objectionable. (The mangle feeders stand on a wooden platform,thus avoiding possible dampness on the floor. There was no excessive steam or dampness in the room at the time of the Agent's visit,although the washing machines were going and a certain amount of water was in puddles on the cement floor.)

There are windows on all four sides of the room and a revolving fan in the window space at the back.

The machinery is of good type and fairly well protected, though without the latest automatic safety devices. The gearings of the mangle are covered,and the rollers are protected from catching the fingers by a stationary cylinder about 3 inches in diameter hung in front of the line of contact of the two front rollers. The protection seemed effective and was said to be satisfactory to the state inspector.



The extractor is of the type made without a cover,which the foreman said he thought did not matter if the clothes were packed in right.

The press machines are of the newer pattern,steam heated and manipulated by an easy foot pressure. (The foreman says that these were put in to replace the old gasoline heated machines at his suggestion as a money saving device,and with the promise that if he could save money in the running of the laundry he would receive a raise in pay. He claims that these machines are saving up to $100 a month,as he said they would,but that he has never been able to get an advance of salary.)

There is no rotation of work and practically all the women work all day standing. The only exception is the folders,who sit on soap boxes while they receive and fold the smaller pieces.

Three shakers (two together on sheets and one for small pieces) take the wash from the extractor, shake it and hang it over a pole, which the feeders carry to the mangle. Even the small pieces are fed into the mangle standing.

2.

There is no dressing room or locker space provided in connection with this laundry, and no place to eat or rest at the noon hour. Some of the women go home, but most of them bring lunch and eat it in the laundry, sitting on the tables for lack of chairs. (The Manager himself told the Agent that the colored women were not allowed to buy food at the lunch counter, and the reason given was that the colored men - the waiters - would give them bigger portions for their money than they were meant to!).

The only washing facilities are those of the public waiting room (colored) at the station near by. This room has a good wash bowl with running water, but is not adequate for ten women released at one time, and has not the desirable privacy.

The station toilet is used by some of the women. There is also a toilet in the laundry building, which the Agent was told was designated for their use. This is at the end of the second story hallway reached by an outside stairway. To get to it the women must pass along the line of rooms occupied by the men of the hotel, some of whom (night workers) use the rooms by day. The men unquestionably use this toilet, as the door stands open and the corresponding toilet on the third floor, which was said to be the men's toilet is out of order and utterly neglected. The women say it has been that way since a fire on the third floor last summer.

The Agent considers that the location of this toilet makes it quite unsuitable for the use of the women, and that they should have facilities more complete and more private than those now available at the public waiting room. A special room for the use of these women and the three employed in the kitchen (see # 5) is much needed. Such a room should provide a lunch table with plenty of chairs or benches (preferably chairs with backs), locker space and privacy for changing their clothes, and adequate washing and toilet facilities.

5.

The pay of all these women will be affected by the new wage provisions of Interpretation 21 of Suppl. 7., and should receive the minimum #70 with back pay to October 1919. Their present pay was fixed in accordance with G.O.# 27, and the payroll shows back pay, which the Manager says was adjusted to Jan. 1. 1918.

(Note press workers still on piece work at 2¢. The irregularity in the earnings is due partly to absences of the workers - most of them are married women with homes and children - but partly also to an irregular supply of work. One of the women said that a few days ago they got through their jackets on hand as early as twelve o'clock and then had to lay off. She said that when she could get two machines, which she can easily manage, she could do 150 or more jackets a day, but when all three workers were there she had only one machine and had to go slower. The matter of piece work will have to be ad-

*(See attached schedule of earnings)

justed to the new wage schedule.

The laundry formerly ran 10 hours, and was placed on an 8-hour basis only in October 1919. Some of the workers have heard that they were entitled to an 8-hour day under Suppl. 7, and ask if back pay is not due them for overtime.

The Agent does not think that this class of worker is covered technically by any eight-hour order prior to Interpretation 21, specifically placing them among those affected by Suppl. 7. This Interpretation is effective October 1919, since which time they have been having an 8-hour day.

Clifton Forge is ~~hardly~~ more than a railroad junction. The hotel workers are women of the town, which offers little opportunity to labor. They are ignorant and inexperienced and probably would be content with any wage that gave them a fairly comfortable living at low standards. The present high cost of even bare living necessities has forced them to discontent with their present pay, which has not been raised since G.O.#27. One woman whom the Agent talked with is in a pitiful state of worry and despair. Her husband has recently died leaving her with six children under fourteen years. She cannot keep them in school for lack of money for books and proper clothing. She sends the younger ones when she can - the 11 year old girl stays at home to look after the house; the 14 year old boy picks up what odd jobs he can. All the women, while not of a particularly high class, struck the Agent as being of good sort, who would be likely to respond to encouragement and opportunity under intelligent supervision.

The Manager seems to the Agent to have a very narrow point of view and to be willing to exploit the workers to any degree. He complains of Government control because of its wanton raises of pay - otherwise the hotel would be a paying proposition. When the Agent suggested that $36 did not seem too lavish an income for even a single woman and called his attention to the case of the widow with six children, he was not at all concerned, but replied peevishly: "She couldn't get any other job here that would pay as much - she knows where she is well off".

His attitude toward them is that they are an inferior lot and ought to be thankful for what they get. At the same time he speaks of their devotion to him and mentions several that have been with him for many years. The foreman in the laundry says that there is not a worker on the place who has any use for him - that he is known to be always "against the employee" and ready to take advantage of him. It seems plain to the Agent that the workers have to stay on under almost any conditions through lack of other opportunity.

Mr. Callahan himself is handicapped in the development of any liberal policy by the fact that the hotel does not pay and the railroad is trying to get rid of it. The buildings are badly dilapidated and no money is forthcoming for repairs. It will be difficult to get any of the improvements here suggested and the new wage orders will be a body blow.

Sample earnings made by Press Workers on piece work

At 1¢		At 2¢		
Jan. 1918	March 1918	June 1918	July 1918	Sept. 1918
$17.40	$20.45	$29	$36.30	$43.60
17.60	16.75	28	29.20	43.30
19.80	18.75	28.75	34.30	36.40

These are lump sum earnings taken from the payroll at random. No study was made of the time book for corresponding periods.

Since the earnings appear to be generally on a level with the workers on other jobs, it would seem fair to place these press workers on the monthly rate with the rest, assuring them of a full eight hour day, and using their surplus time in the general rotation.

FEB 11 1920

Memorandum for Miss Goldmark
Re: Foreman in C & O Laundry, Clifton Forge, Va.

During an inspection on January 27 of the C & O Laundry at Clifton Forge, Va., the foreman, E.W. Harris, asked your agent for information as to where he could get advice and help in the adjustment of his pay and hours.

His statement of his case is as follows:

He has been with the company since July 1915. Prior to January 1. 1918 he received $70 per month. A little while before the Government assumed control of the roads (not sure of date) the company gave him a 10% raise, making his pay $77. In the summer of 1918, about July, he was raised to $98, which he still receives.

Up to October 1919 he worked 13-1/2 hours a day, (4.30 A.M. to 6 P.M. with an hour for dinner). On Sunday he went off duty when linen was delivered to and received from a certain morning train arriving between 9 and 10 o'clock. The laundry was not put on an eight-hour basis until about 3 months ago.

Mr. Harris claims that the eight-hour day established by Suppl. 7 should have been extended to his position in October 1918 and that he is entitled to pay for overtime from that date to the present. He would like to be put in touch with the proper authorities to investigate his case.

Edith R. Hall

January 29. 1920

Gladys Inn - Clifton Forge Va.

The hotel at Clifton Forge is built directly over the station, set back a little from the platform. Opening from the waiting room and platform there is a lunch counter restaurant, and beyond this the kitchen, which also serves the hotel dining room on the second floor. Across a small yard space, and beyond the kitchen is the laundry building, on the second and third floors of which are sleeping quarters for men - stewards, cooks, waiters, &c.

On the other side, at the end of the long concrete platform, is the "yard office" - the general offices of the section.

The hotel is attractively constructed and is still comfortable in its appointments. It is, however, extremely dilapidated, and only such repairs are put in as are actually necessary to keep it going. It is not a paying proposition and the railroad is planning to get rid of it. Under these circumstances it will probably be difficult to get any great improvement in material conditions (e.g. a new rest room for colored laundry workers).

The new rate increase should not come as a tax on the hotel as the laundry work is charged up at cost to the various cars, &c., served (see list attached to # 1). The laundry is at present turning out its work at $1.25 a hundred, including jackets. Only a small proportion of the increase would be charged to the hotel.

Previous rate increases

There was some confusion in the statements of Mr. Callahan as to when a general raise of pay was made in his establishment, or on what basis it was made. He does not know any of the orders under which the various advances should have been made, and says he simply takes his rate orders from Mr. Stevens, Federal Manager.

The only definite statement of increases that the Agent could find was a sheet filed among the payrolls, which Mr. Callahan says came to him from Mr. Stevens' office in March 1919. On this, old and new rates for the entire force were specified. This sheet has been used in stating increases on the present inspection sheets. Many of these same increases show up, however, on the payroll for June 1918 or the months following, and appear to be the normal increases under G.O.#27. (The payrolls for 1915 had been turned in to the main office and could not be seen)

The increases indicated in the memo. of March 1919 have therefore been assumed to be those established under G.O.#27, as the payroll shows back pay and Mr. Callahan says this was correctly adjusted to January 1918. The memo. must either be incorrectly dated or is simply a resumé of increases already made.

/

ADJUSTMENT RE No. (3)

Wrong rating and back pay for overtime.

City and State	Division	Railroad
Clifton Forge,Va.	Richmond,	C & O #5

1. Office, Shop or Platform
Restaurant

2. Official in Charge
J.H.Callahan

3. Employee Involved
Miss Annie Clarkson,Cashier

4. Address-street number if necessar

5. Source: Inspection of Agent

6. Statement of Case:

The pay $45 fixed by G.O.#27 was carried to the present time, whereas under Suppl.7 it should have been raised to $52.55 (or $69.10 if made equal to the correct pay of man doing identical work on second trick).

The 8-hr. day established by Suppl. 7 effective Sept.1,was not adopted for this position till Oct. 1919.

Miss Clarkson is entitled to an adjustment of her rate with back pay,and also to back pay for overtime from Sept.1918 tp Oct.1919 (see inspection report under 5 & 6.)

(This case is in the hands of the Grievance Com.B.of R.C. - Chairman G.L.King, Yard Office,Clifton Forge Progress not known)

7. Action by Agent:

Called to see Mr. G.L.King,who was out of town. Talked with Mr.O.S.Kittinger, Pres.of the local Lodge,who was unable to give details of the case.

8. If unadjusted, name of next higher official with address:
Mr. J.D.Potts,Gen.Pass.Agt.,Richmond,Va. ---- Mr.G.W.Stevens,Fed.Mgr.,Richmond,Va.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Jan. 27.1920
USRA-WS No.3

12. Name of Agent. E.R.Hall

(#3)

Town or Shop	Division	Railroad
Clifton Forge, Va. Lunch Counter - R.R. Station		C & O #5

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
	Cashier	1	0 (about 26)	0	2 (2nd. & 3rd.)	10 or 12 yrs.

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
(woman) 1	7 A.M.	-	3 P.M.	Yes	8	12	56 84
(man) 1	3 P.M.	-	11 P.M.				
(man)	11 P.M.	-	7 A.M.				

Until about 3 months ago this position was two 12-hour tricks

Night Work Rotation No rotation

Age of Women on night work No night work for women

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No.	Present	8 hrs. since Oct. 1919
(woman)	$27.55	$45	$45	$60*	
(man)	44.10	60	60	60	
			(man)	60	

* Miss Clerkson's case is in the hands of the Grievance Com., B.R.C. This rate was established pending settlement.

Nationality: American

Union Membership: Yes - B.R.C.

Names & positions of persons interviewed: Mr. J.H. Callahan, Manager, Gladys Inn
Miss Annie Clarkson, Cashier.

Date January 28. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

C & O - Clifton Forge, Va.

Lunch Counter - Cashier.

4.

These cashiers receive the checks from the lunch counter, run the cash register, and at the end of the trick pass in the reading of the cash register for the lunch counter checks and for cigar sales. According to the official interpretation of "cashier", they cannot be regarded as clerks entitled to the minimum $87.50.

5.

But aside from the question of the clerical minimum the pay is incorrect. The man is receiving $60, the rate fixed by G.O.#27, whereas, under Suppl. 7 he should be receiving $69.10 (based on the rate of $44.10 as of Jan. 1.1918). The woman until recently received $45 paid under G.O.#27, instead of $52.55, to which she was entitled under Suppl. 7. (Recently her pay was raised to $60 conditionally, at the demand of the Grievance Committee of the B.of R.C., pending the adjustment of her case.

Since the work of all the cashiers is identical, the woman should receive the same pay as the men, but on the basis of the man's pay in Jan. 1918, this should be $69.10 for both the men and the woman.

(The Agent was not able to learn the exact terms of the Committee's demands. She understands that they claim Miss Clarkson as a clerk entitled to the minimum $87.50, but accept the $60 rate as eqivalent to $87.50 because it is paid in addition to 3 meals.)

6.

Up to Oct. 1919, when the eight-hour shift was begun, and an extra cashier taken on, this work was covered by two 12-hour shifts.

As the eight-hour day was effective for this class of worker from Sept. 1918 under Suppl. 7, these cashiers are entitled to back pay (pro rata at the corrected rate) for 5 hours a day overtime. (2 hrs. pro rata and 2 hrs. at time and a half=5 hrs.)

No green sheet is attached for the rating of the pantry girl as her hours at pantry work were not verified.

(#4)

Town or Shop	Division	Railroad
Clifton Forge, Va. R.R. Hotel (Gladys Inn)		C & O

#6

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Chambermaids	3	0 (24 & 30)	3	(Porters, Housemen Waiters)	Since hotel started.

HOURS

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct. 1918	Total Hours Per Wk. Oct. 1918
2 (upper floors)	6.15 A.M.	Time off 3.30*- 6.30 *if through	Every 3rd. evening 6.30 - 8.30 P.M.	Yes	9+ or 11+		

Night Work Rotation

Age of Women on night work

Wages: Jan.1. 1918 and hours		Order 27	Supplement No.	Present
ch.maids	$18.75	(#35)		$35 (3)
	15.75			
ch.maid & pantry girl	15		By order received from Fed. Mgr. March 1919.	

Nationality: Negro

Union Membership: No

Names & positions of persons interviewed: Nettie Savoy, Chambermaid

Date Jan. 27. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

C & O - Clifton Forge,Va.

Gladys Inn - Chambermaids.

1.

Two of these maids have charge of the 2nd.and 3rd. floors respectively with about 25 rooms apiece. The third has charge of the first floor,with the parlors and 6 bedrooms. She also serves part of her time in the pantry.

These women are entitled to room and board,and two of them choose to live in the hotel. The third(maid on 2nd.floor) has a baby about two years old and prefers to live with her mother in order to be with the child.

2.

Sleeping quarters for the women are on the attic floor. This attic is unfinished and the rooms are simply compartments boarded off along the sides. They are rough,but fairly comfortably furnished and are steam heated. They have dormer windows and are under the roof,and are doubtless hot in summer. Each woman,at least at present,has a room to herself. (Besides the house maids one of the kitchen women sleeps in)

(One of the rooms in the attic is occupied by the house man, who is supposed to be within call. This seems to the Agent undesirable,though the manager speaks of him as a boy he has "raised" and in whom he has great confidence.)

There are two toilet rooms in the attic - one with a bath tub as well as flush toilet,which is said to be reserved for the women. The other room is fitted only with the toilet. This is said to be used by the man. There is no way of knowing how strictly the distinction is observed,or whether both toilets are not used by other of the house men,as at the time of the Agent's visit both doors were standing open.

The plumbing in these toilets is good and both looked well cared for.

6.

The hours as given by Nettie Savoy,one of the chambermaids, are as follows:

The maids on the upper floors come on at 6.15 A.M. and go home when the rooms are done - usually 3 or 4 P.M. They return alternate nights for emergency service from 6.30 to 8.30 P.M. The first floor girl comes on at 7 A.M. and works till 2.30 P.M.,serving in the pantry during breakfast and dinner. (7 - 9 ; 12 - 2). She returns for pantry duty in the evening 6.30 - 9.

(This schedule makes the majority of her hours pantry duty,

which, if she is classed under Suppl. 18, entitles her to a higher rate than she is at present getting. (Minimum $50 with pro rata overtime after 8 hrs.)

(These hours were not verified by Mr. Callahan and the Agent was unable to interview the pantry girl herself, through lack of time. They correspond to the meal hours posted in the lobby)

ADJUSTMENT RE No. (5)

Classification and rate of pay

City and State	Division	Railroad
Clifton Forge,Va.	Richmond,Va.	C & O

#7

1. Office, Shop or Platform
Gladys Inn

2. Official in Charge
J.H.Callahan,Manager.

3. Employee Involved (3 women)
Baker,Asst.Baker,and 3rd.Cook

4. Address-street number if necessar

5. Source: Inspection of Agent.

6. Statement of Case:

These three women (as well as the men) are still carried at the salaries fixed by G.O.#27. Their rates should be adjusted to those of Suppl. 18 - Restaurants other than 1st.Class.(See schedule on inspection report under 5),with adjustment of back pay to Jan. 1. 1919.

A fixed time schedule should also be posted,with provision for overtime pay according to Suppl.18,and back pay for previous overtime adjusted to Jan. 1919. (Present hours reported 13 to 14 by women;not over 10 by manager)

(The ranks of Baker and Asst.Baker should be interpreted,as these titles are not specified in Suppl.18.)

7. Action by Agent: No action beyond present report to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. J.D.Potts,Gen.Pass. Agt.,Richmond,Va. (G.W.Stevens,Fed. Mgr.,Richmond,Va. Wage orders are reported to come from him)

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Jan. 27.1920

12. Name of Agent. E.R.Hall

USRA-WS No.3

(#5)
#1

Town or Shop	Division	Railroad
R.Hotel (Gladys Inn) and Lunch Counter	Clifton Forge, Va.	C & O

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Baker Asst. Baker 3rd. Cook	1 1 1	0 (30 to 50)	3	2 (1st & 2nd. cooks)	Many years (positions sometimes filled by men)

No. on each shift	Begin work	Lunch period (Time off)	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct. 1918	Total Hours Per Wk. Oct. 1918
	6 A.M.	3 - 5 P.M. Baker sometimes not off till 4.	9 P.M.	Yes	13 or 14	same	91 or 98

Night Work Rotation These hours were given me by the three women. Mr. Callhan, Mgr. said they had no fixed hours, but worked about 10. He thought they were on duty about as follows: 6 - 10 A.M.
12 - 2 P.M.
6 - 8 P.M.

Age of Women on night work Middle aged.

Wages: Jan. 1. 1918 and hours | **Order 27** | **Supplement No.** | **Present**

(Baker) $33.05 ..... (#50) ... March 1919 by order of Fed. Mgr. G.W. Stevens. $50 ..... $50

(Asst. Baker) $15.75 ..... (#35) ... $35 ..... $35

(3rd. Cook) $15 ..... (#35) ... $35 ..... $35

All kitchen workers have 3 meals

Nationality: Negro

Union Membership No

Names & positions of persons interviewed:
J.H. Callahan, Mgr., Gladys Inn
Harriet Ritter, Baker
Laura Minnis, Asst. Baker
Emma Smith, 3rd. Cook.

Date Jan. 27th. 1920 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

C & O - Clifton Forge,Va.

Gladys Inn - Kitchen Workers.

1.

This kitchen is a large cement floored room opening from the restaurant and directly below the dining room,both of which it serves. It is equipped with a large coal range and has a dish washing machine and dryer,but is not at all modern in its general equipment. The light from outside is insufficient and is supplemented with artificial light. The room is on the whole comfortable to work in,and is clean though shabby.

Three women are employed with two men cooks and two boys,besides the several waiters for the dining room and lunch counter. The force is in general charge of the white storekeeper,an old man who has been in the position for 23 years.

The Baker makes all hot breads,biscuit,pies and cakes used in the dining room and restaurant,and also makes the salads and certain side dishes. When the Agent talked with her she was making apple sauce.

The Asst. Baker helps the Baker wherever needed and the two together serve the meals (that is,dish out to the waiters).

The 3rd. Cook prepares vegetables and is on duty at the range to fill special quick orders. Among the things she mentioned were bacon, ham and eggs,scrambled eggs. Her work is supervised and directed by the 1st. Cook,a man.

2.

A toilet formerly opening from the kitchen has been nailed up. Hooks have been placed across the door and the women hang their wraps there. (For needed facilities see # 2)

5.

The position of Baker and Asst. Baker are not specified in Suppl. 18,which should apply to them. Their duties and the relation of their present wages to each other and to the wages of the men,would seem to place them in rank with the 1st and 3rd. Cooks. The corrected rate of pay is based on this assumption pending interpretation.

Pay as adjusted by G.O.#27 has been continued to the present time. These workers,both men and women,should be classed under Suppl.18, Restaurants other than 1st. Class . Their corrected rates would be as follows:

Baker(classed as 1st.cook with more than 3 yrs.service).....	$90
Asst.Baker (classed as 3rd.cook " " ").....	65 *
3rd.Cook	65

* If classed as 2nd.cook..... $75

Suppl. 7 makes no statement as to any modification of pay on account of board and lodging furnished, but some adjustment might be claimed.

These workers all receive 3 meals a day and can have lodgings if desired. The Baker has both board and lodging. The other two women eat there but live at home by choice.

(The man 1st. cook, receiving $71.50 also receives board and lodging)

6.

The hours as given on the inspection sheet are those given by the three women themselves. Mr. Callahan, seen previously, had said that there were no fixed hours, but that they never worked over ten. In fact, his first statement was that they worked three periods covering meal times - he thought about 6 A.M. to 10 A.M.; 12 P.M. to 2 P.M.; 6 P.M. to 8 P.M. (8 hours in all). This obviously is incorrect, as much of their work is preliminary to the meal, and as they also serve up the orders, it must continue till people have finished eating. The dining room caters to a train arriving after 8 P.M. and is always in use till 9 o'clock.

The storekeeper, who is constantly in the kitchen agreed to the hours given by the women.

According to Suppl. 18 these workers are entitled to pro rata overtime pay after 8 hours and to time and a half after 10 hours. It is probable that time on duty could be more definitely specified and shorter hours observed with the application of better system in the oversight of work. The specified hours of work should be posted.

Town or Shop: Clifton Forge, Va. Yard Office

Division:

Railroad: C & O (#6) #8

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4.	Switchboard Operators	3	? (one seen about 20)	0	0	Exchange opened Feb. 1919

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	7 A.M.	-	3 P.M.	Yes	8	-	56 -
1	3 P.M.	-	11 P.M.				
1	11 P.M.	-	7 A.M.				

Night Work Rotation: No rotation

Age of Women on night work: ?

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. — Present

(New position Feb. 1919) $70

There is no regular relief provided. Two girls stand ready to be called for emergency relief. They are paid by the hour pro rata, and the regular operators are docked for time off.

Nationality: American

Union Membership: ?

Names & positions of persons interviewed: Miss Edna Douglas, 1st. trick operator

Date: Jan. 28. 1920 Agent: Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

C & O - Clifton Forge, Va.

Yard Office - Switchboard Operators.

1.

This exchange is one of comparatively light business. It occupies a small room 7x7 ft. at the end of the hallway on the first floor of the general office building. This building is at the end of the station platform, about two minutes walk from the station and hotel.

A large window opposite the door is provided with a shade and with a reflector ventilator at the bottom. An electric light is placed in the middle of the ceiling.

The room was in bad order with papers on the floor, showing lack of tidiness on the part of the occupants rather than poor care. It was not objectionable in itself, although too small to allow any rest facilities (a second chair in the corner was not of a style to allow much relaxation.)

2.

A toilet room, with a good toilet fixture and running hot and cold water and a mirror, is on the second floor at the top of the stairs. This is suitable as a toilet, but there are no rest facilities.

(The Agent was obliged to make a very hurried inspection in only a few minutes before train time. No inquiry was made as to the hours of the clerks, several of whom are women, but it is probable that, as is usual in small places, 1-1/2 hours is given at noon and that most of them go home for lunch. This makes the need for a rest room less pressing.)

6.

The position of operator here is a 7-day job, and no regular relief whatever is provided. Two extra girls (the second merely a reserve) stand ready to be called for emergency relief and are paid pro rata for time worked. The regular operators are docked for time lost whether on account of illnes or voluntarily. The young girl seen at work seemed to the Agent to show the effects of this system in her listless air and indifference to her work and surroundings.

It seems most desirable that the policy of the 6-day week should be universally adopted for this class of work.

Memorandum settlement

Will take care of this.

H.R.

Chicago Series # ~~112~~ ~~134~~ ~~67~~
No.
C and O #9

ADJUSTMENT RE

Working conditions

City and State	Division	Railroad
Chicago		C and O RR of Indiana

1. Office, Shop or Platform
Local Freight Office

2. Official in Charge
Mr. Larkin, Agent

3. Employee Involved
Women clerks

4. Address-street number if necessar

5. Source: Inspection

6. Statement of Case:
63 women of this office and the Monon Local Freight Office and other Monon offices have one small toilet room, with three toilet compartments, two wash stands, and a bench. No cot, or chairs, in fact, the room is large enough for only the equipment named. Girls have been found in this room on two occasions, eating their lunch here. On the first inspection, the room was very untidy.

7. Action by Agent:
Suggestion to Chief Clerk of C and O that the room should be kept in a morely tidy condition, and that there should be more adequate facilities for the women.

To office, Agent recommends that a letter, containing recommendations for larger facilities for the women, be sent to the Division Agent, Mr. H. P. Hathaway, these larger facilities to include a rest room furnished with comfortable chairs and a cot.

(I think that this building is owned by the Monon, see Monon Local Freight office report)

8. If unadjusted, name of next higher official with address:
Mr. H. P. Hathaway, Division Freight Agent, Chicago ~~Copy of letter sent to Mr.~~

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection
USRA-WS No.3 May 13, 1919

12. Name of Agent.
Helen Ross

Local Freight Office

Chicago Series # ~~112~~ 134

City, Town or Shop
Chicago

Division

Railroad
Chesapeake and Ohio

1

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Stenog.	2			10 ?	
	Compt. op.	1	5 used			
	Bill clerks	2				
	Asst. Claim clk.	1				
	Register clerk	1				
		7				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 1	5		8	8	48	48

Bill clerks begin at 9:30 A.M. and work until they are finished, usually about 6 or 7 P.M.

Night Work: Rotation

Ages of Women on night work

Wages: ~~Jan. 1, 1918~~ and hours ~~Order 27~~ Supplement No. 7 Present

1 Stenographer	$75.00	$100.00
1 "	70.00	95.00
1 Compt. op.	75.00	100.00
1 Asst. Claim clk.	85.00	110.00
1 Register clerk	75.00	100.00

2 Bill clerks work on piece work basis at 85¢ and 95¢ per 100. They average from $100 to $120 per month. omitted

The above salaries represent an increase of $25 in the rates of Jan. 1, 1918.

Nationality:

Am.

Union Membership

Some

Names & positions of persons interviewed:

Mr. Larkin, Agent
Mr. Clark, Chief Clerk

Date May 13, 1919

Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~112~~ 134

C and O # 1

This freight office is located in the same building with the Monon freight office, formerly reported on.

The building is old, and the equipment is old, but the C and O office is large and light.

About 60 or 70 girls work in this building. One toilet room is provided, containing three compartments, two old wash basins, no lockers, and one bench. The equipment is old, but in good condition. The girls have no kind of rest room other than this. Agent found several of the clerks resting in this small and unattractive room. The girls bring their lunch since the neighborhood does not contain any nearby places for securing food, other than the station (Dearborn)

No complaint can be offered of the toilet, but one wishes a clean quiet room in which the girls might have a few minutes rest daily.

(69-85A)

84

Rough sheet Mrs.

INSPECTION SHEETS

Ross

Chicago Series

CHICAGO, BURLINGTON AND QUINCY

R.R. No.	Series No.	Occupation		Address
Pullman #5	(69)	Linen Rm. Woman Seamstress	CB&Q Cleaning Yards	Chicago
RR 1	(70)	Cleaner	Cleaning Yards	
2	(71)	Scrub Woman	Local Frt. Off.	Harrison & Canal Sts.
3	(72)	Clerk	Federal Auditor	
4	(73)	Clerk	Aud. of Frt. Accts.	
5	(74)	Clerk	Aud. of Expenditures	
6	(75)	Clerk	Car Accountant	
7	(76)	Clerk	Ticket Accts. Aud.	
8	(77)	~~Clerk~~ Matron	Gen. Off.	547 W. Jackson
9	(78)	Clerk	Frt. Claim Agent	
10	(79)	Clerk	Employment Dept.	
11	(80)	Clerk	Relief Dept.	
12	(81)	Clerk	Commissary	
13	(82)	Clerk	Master Mechanic	
14	(83)	Engine Wiper	Round House	14th & Western Ave.
15	(84)	Laundry Worker	Lanndry	
Pullman #7	(85)	Cleaner Linen Rm Woman	CB&Q Cleaning Yards	
16	(85A)	Clerk	Local Frt. Off.	

Chicago Series #: 1 #69
No.

ADJUSTMENT RE

Working Conditions

City and State	Division	Railroad
Chicago		Pullman Co. #5

1. Office, Shop or Platform
   C B and Q Cleaning Yards

2. Official in Charge
   Mr. John Simon, Foreman

3. Employee Involved
   Linen room women, and seamstresses

4. Address-street number if necessar

5. Source:
   Inspection

6. Statement of Case:
   See Chicago Series # ~~12~~ 85

7. Action by Agent:

8. If unadjusted, name of next higher official with address:

9. Action by Office:
   July 18, 1919 Letter to J. S. Seese.

10. Statement of Adjustment made and date:
    July 23, 1919 Letter from J. S. Seese advising that recommendation would be complied with.

11. Date of Inspection June 13, 1919
    USRA-WS No.3

12. Name of Agent. Helen Ross

Town or Shop | Division | Chicago Series # ~~119~~ 69 | Railroad

Chicago | Pullman Company # 5

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
3	Linen room women	7		6		
	Seamatresses	2				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7:30 A.M.	12 to 12:30	5:30		9	10	54	

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours | Order 27 | Supplement No. 7 | Present

21¢ Linen room — 33¢ — 77.22

26¢ Seamatresses — 38¢ — 88.92

No application of Interpretation No. 1 to Sup. 7.

Nationality: Negro

Union Membership: yes

Names & positions of persons interviewed:

Mr. Miller, foreman C and N W yards

Clerk to foreman of Pullman Yards, and Pullman storekeeper.

Date May 23, 1919

Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Four women count soiled linen as it comes from the cars, and supply the cars with equipment. Each car carries certain equipment dercibed and listed in memo, Pullman Cleaners, Pittsburgh yards, Pittsburgh, Penna. As the supply is depleted, these women carry in small bags new supplies and replenish each supply box.

Two women sack the soiled linen. When it is brought into the store room, it is sorted, counted, and then sacked in large canvas bags ready to be sent to the laundry.

All of the above are colored.

One woman puts up the clean linen necessary for each car, using the printed list of the checker to know how much clean linen must be supplied to replace the soiled which has been removed.

One woman checks the clean linen left on the car, using form No. 254, see copy of form with memo, Pittsburgh Yards.

Two women areengaged in mending linen, Pullman curtains, blankets, and such. These women work by hand. The storekeeper said that a power machine had been ordered.

The linen checker should be rated as a clerk, since all of her work is check-numbers on forms. The same work in the Pittsburgh yards is paid for at the clerks rate, $87.50.

The others worked ten hours on Jan. 1, 1918, and should have received an increase under Interpretation No. 1 to Sup. 7 :

Those at 33¢ should now receive 38.2¢
Those at 38¢ should now receive 40 ¢

It is to be desired, however, that seamstresses may have an interpretation of their own.

The Pullman storekeeper complained that all of the employees in the yards had not been given the proper consideration under the wage orders.

Cleaning Yards

~~City~~, Town or Shop — Division — Chicago Series # ~~151~~ # 70

Chicago, — Railroad C B and Q #1

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaners inside	20		0		

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	6	1 hour	3					
	8:30	1 hour	5:30	3 a month	8	8	48	48
	Every third Sunday off.						56 or less	

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Addendum to Supplement No. 4.	Present
Women	26 ¢		38 ¢	
Men	28 ¢		40 ¢	

46.40

Nationality:

Austrian, Lithuanian

Union Membership

no

Names & positions of persons interviewed:

Mr. Bates, General Foreman

Date June 13, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 151

C B and Q

Cleaning Yards.

-1-

The women work in groups of two, mopping, washing wood work, inside of windows, metal work etc. Men do outside work, head lining, icing, etc.

Thus the difference in the wage is justified. The Master Mechanic said that no cleaning yards in the city were paying the men the same as the women. This, however, is not at present true. Agent called his attention to Interpretation No. 1, which he said he had not seen. Labor is not organized here.

-2-

The C B and Q has recetly acquired a great deal of property in this locality and has extensive plans for enlarging the yards and improving the facilities.

Until recently, the women had only a small room in an old frame building. Now the offices and the locker rooms have been transferred to one of the buildings recently acquired, an old building, but very satisfactorily remodelled for the present use. On the second floor, the men and women have their locker rooms. The women's division is separated from the men's by a wall, and the appraoch will be screened in order to make it entirely private. New metal lockers have been installed. One toilet compartment is partitioned from the main room. Tables and benches are provided, and a long sink with hot and cold water. The room has windows on three sides.

Local Freight Office, Harrison and Canal Streets — Chicago Series # ~~46~~ 71

City, Town or Shop	Division	Railroad
Chicago		C B and Q # 2

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
(8) 5	Scrub women cleaner	2 ✓	0	0		

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	6 P.M.		11 or 11:30 P.M.		5 or 5½		25 or 27½	

on ~~three or four~~ five nights a week.
~~Paid for three nights, overtime for fourth.~~

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

$40 for ~~three~~ five nights. — $40.00 — $40.00

Nationality: — Union Membership

Names & positions of persons interviewed:
Mr. Gleisner, Chief Clerk

Date April 8, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Office of Federal Auditor

Chicago Series # ~~80~~ 72

City, Town or Shop: Chicago

Division: General Offices

Railroad: Chicago, Burlington, and Quincy # 3

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	File clerks	2				
	Stenog.	11	0		9	
	Bookkeepers					
	Secretary	1				
	Chief Clerk to Acct.	1				
		15				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M.	Sat. 1 P.M.	8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

$70 to $115

2	File clerks	$95.00	
1	Secretary	115.00	
1	C. C. to Acct.	140.00	
11	Others	101.50	same

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:
Mr. Foster, Federal Auditor

Date April 28, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~82~~ 72 ---

C B and Q # 3 ---

General Offices, 547 West Jackson.

These offices are located in a beautiful, fairly new office building, near the Union Station.

Office Arrangement and Equipment :

Office Space

Each floor is one large office room, U shaped. Each division or department has its own allotted space and is under the supervision of a head and perhaps an assistant head clerk. Each floor has a supervisor. There are abundant window space and excellent ventilation system. Some of the divisions are somewhat crowded for space. The lighting is good except on dark days for those whose places are nearest the inner walls. On the whole, however, the offices are very comfortably arranged, and are pleasant and light.

Desks

Most of the desks used here are of a standard type worked out by the company,-- about ten feet long and four wide, and built with thick oak top on iron legs which are fastened to the floor. Only one small drawer is provided for each desk, so that everything will be in sight, Mr. Foster, Federal Auditor, explained. To one feature of this I object : the clerk has not room in the drawer to put her lunch parcel, pocket book etc. For these things a small board with four upright pins is provided, so that they may not become scattered over the table. These give the desks a rather untidy appearance.

For the typists, the same desk is provided, but at lower height. For the comptometer operators, the desk is modified by three dropped spaces (each desk accommodates three clerks) for the machines, sufficiently wide to make it possible for the operator to shift her machine as it is agreeable for her.

No "high desks" are used here. Even the sorters sit at their work at the regulation desk. This seems much better to me than the high desk which is so often not accompanied by the high chair with back.

The "tag sorters", so called in this office, that is the girls who place the tags or "cut ups", the record of cars, on spindles, have the most adequate and comfortable desk I have seen for this purpose: it is a small desk, one for each girl, built some what in a semicircle, and inclining toward the clerk, who sits in the curve. Regulation height. This work is often done at a high desk or at a straight low desk, which requires much more reaching than the desk described.

Lockers

Against the inner wall of each office are the lockers, of Art Metal ware, built in sections for eight persons each. For winter wraps, I should think the space hardly adequate.

Washing Facilities

Against the inner wall also, in each office, on two sides of the U, is a row of wash stands. These are practically hidden from view of the office, since the space between is largely taken up by rows of files etc. These wash stands are inaddition to those provided in the toilet rooms on each floor. Each clerk is furnished with soap, and with one cotton towel per week.

Women's

General Offices, cont'd.

Women's Rest Room.

On the 6th floor is a rest room for the women, containing three cots, comfortable chairs, and medical supplies. The room is in charge of an matron, who has been with the company for 18 years. She merely looks after the rest room, attends the girls who are ill, and supervises the toilets in the building. She does no cleaning.

Toilets for the women are provided on the 3, 4, 5, 6, 7, 8, 10, and 12 floors. On the 3 and 4 floors, two toilets are provided for the women, since the women are employed here in the greatest numbers. The toilets are all fitted in marble, and are apparently kept clean and in order. Washstands are provided here also.

No lunch room is provided for the employees. Agent observed few places in the locality suitable for lunch rooms for the women. Most of the women bring their lunch and eat it in the offices.

Wage Scale

When the railroads came under Federal control, the wages paid in these offices, as in many others were very low, and most of the employees were rated under the basic minimum. After Sup. 7 came out, it was decided by the officials of this road, that the intent of the order was this : that $87.50 should be considered the minimum for the average new clerk, with no great amount of experience. It was therefore decided to rate their clerks on this basis, and to put certain ones of them whose length of experience helped to determine their efficiency, namely the comptometer operator, on a time basis. The comptometer operator for the first year was rated at $90; second year, $95; third year, $100. Way bill sorters were graded also. A glance at the wages of the women employees under each schedule will show how the wages run.

The result of this action is that the C B and Q has had no difficulty in securing good employees in each line of work, and in holding them. This situation forms an interesting contrast to that found in the general offices of the same kind on the C and N W, where the majority of the women are on the minimum rate.

This leveling of wage is having a disastrous effect on the work of the clerks who are rated at the minimum with small chance, on account of the large number at that rate, of advancing to a higher rate. It has caused great dissatisfaction, and it is taking away the urge of doing better work for the sake of a higher rate. It is inconceivable that all of a large number of clerks at $87.50 are giving equal service, and are bearing the same responsibility. Result : A, who has an easy job, has no desire to bid on the position of B who has much more responsibility at the same rate of pay. When B drops out, who will want her place, and moreover, who will be ready for it ?

Agent feels that especially is this matter of important consideration for the woman, who as yet, are not inclined generally to regard their work as a life work.

Office of Auditor of Freight Accounts

Chicago Series # ~~83~~ 73

City, Town or Shop	Division	Railroad
Chicago	Gen. Offices	C B and Q # 4

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	See memo.	3330			305	Some always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M.		8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

See memo

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Bramhn, Auditor of Freight Accounts

Date April 28, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

#73

Female Clerks in the C. R. & M. Department
Showing Nature of Position, Number employed and Rate
of Pay, as of March 31, 1919.
(Claim recording and Mail)

Position	No. of Clks.	Rate of Pay
Section Head-Mail Section	1	$100.00
Section Head-Claim Section	1	100.00
Instructor, Mail Distributing	1	95.00
Claim Indexer	1	90.00
Claim Clerk- Acknowledger & Registrar	2	90.00
Claim Jacketer	1	87.50
Arbitrary Debit Clerk	1	87.50
Claim Registerer	1	87.50
Mail Clerks	2	87.50
Claim Backer	1	70.00
Stenographer	1	110.00
Stenographer	1	105.00
Payroll Clerk & Typist	1	95.00
Total, women	15	
" men	10	

Office of Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the Transit Department
Showing Nature of Position, Number employed and Rate.
of Pay, as of March 31, 1919.

Position	No. of Clks.	Rate of Pay
Instructor	1	$110.00
Waybill Transit Clerks, Grade 1	3	105.00
Waybill Transit Clerks, " 2	9	100.00
Waybill Transit Clerks, " 3	6	95.00
Interline Transit Clerks,	15	92.50
Local Waybill Checking Clk & Transit Writers	15	87.50
Interline Abstract Writing Clerks	1	87.50
Clerks Drawing off Interline items	1	87.50
Clerks Drawing off Unlocated Items	2	87.50
Heading Change Notice Clerks	1	87.50
Mail Clerk	1	87.50
Abstract Sorters	3	65.00
Total, women	58	
" men	26	

Office Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the Station Accounts
Department showing Nature of Position, Number employed and
Rate of Pay, as of March 31, 1919.

Position	No. of Clks	Rate of Pay
Sub-Ledger Clerk	1	$105.00
Company Material Clerk	1	105.00
Ledger Posters	4	100.00
Stenographer, Grade 3	1	100.00
Switch Bill Clerks	3	100.00
Statement Clerks	4	100.00
War Tax Clerk	1	95.00
Remittance Verifier	1	92.50
Instructor Checking Clerks	1	92.50
Typist Grade 2	1	90.00
Checking Clerk- Agent's Reports	12	87.50
Sorter Agents Balance Sheets & Uncollected Reports	1	70.00
Burroughs Listing Mach. Oprs.	2	95.00
Total -	33	
Men	23	

Office Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the C. C. & F. Department
showing Nature of Position, Number Employed and Rate of
Pay, as of March 31, 1919.

(Claim checking and filing)

Position	No. of Clks.	Rate of Pay
Section Head- Supervisor W/B Sorting & Filing,	1	$110.00
Instructor of Correction Filing, Live Stock Contract Checking,	1	95.00
Correspondence Clerks	1	92.50
Overcharge Claim Checkers,	1	90.00
Clerks Checking Live Stk.Contracts	1	87.50
L.&D. Claim Checking Clerks,	7	87.50
Waybill Correction Filers,	9	70.00
Interline Waybill Sorters & Filers	11	70.00
Local Waybill Sorters & Filers	17	65.00
Total - - -	49	
Men	31	

Office Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the Machine Department
Showing Nature of Position, Number Employed and Rate of Pay, As of March 31, 1919.

Position	No. of Clks	Rate of Pay
Ass't. Department Head	1	$115.00
Section Head- Instructing and Super-Vising, Checking and Handles all Corrections and Reports Key Punch Daily Work,	1	105.00
Key Punch Operators	10	102.50
Checkers, Hollerith Card System Grade 1	2	100.00
Key Punch Operators Grade 2	10	97.50
Checkers, Hollerith Card System Grade 2	1	95.00
Key Punch Operators, Grade 3	6	92.50
Tabulating Machine Operator Grade 1	2	92.50
Tabulating Machine Operator Grade 2	5	90.00
Tabulating Machine Operator Grade 3	3	87.50
Card Filers, (Hollerith Cards)	2	75.00
Waybill Sorter, Grade 1	2	70.00
Waybill Sorter, " 2	2	65.00
Total - - -	47	
Men	9	

Office Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the Statistical Department
Showing Nature of Position, Number Employed and Rate of Pay, as of March 31, 1919.

Position		No. of Clks	Rate of Pay
Section Head - Supervising Mileage, Computers		1	$107.00
Section Head- Supervising Ab-Stracting tone one mile,		1	105.00
Routing Clerk		1	102.00
Miscellaneous Clerk		1	100.00
Mileage Clerks		6	100.00
Statement Clerks	Grade 1	4	100.00
Statement Clerks	" 2	2	95.00
Abstractor Tone one Mile		8	95.00
Typist	Grade 1	3	95.00
	Total - -	27	
	Men	15	

Office Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the Comptometer Department
Showing Nature of Position, Number Employed and Rate of
Pay, as of March 31, 1919.

Position	No. of Clks	Rate of Pay
Department Head	1	$125.00
Ass't. Department Head	1	115.00
Operators, Grade 1	11	100.00
Operators " 2	10	95.00
Operators, " 3	6	90.00
Total - - -	29	
Men	0	

Office Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the Overcharge Department
Showing Nature of Position, Number Employed and Rate of
Pay, as of March 31, 1919.

Position	No. of Clks	Rate of Pay
Overcharge Voucher Maker Grade 1	1	$105.00
Overcharge Voucher Maker " 2	1	100.00
Overcharge Claim Checker " 2	1	95.00
Relief Claim Suspense Clk	1	95.00
Typist Grade 1	1	95.00
Typist " 2	3	90.00
Claim Adjustment Verifier,	2	87.50
Total - -	10	
Men - -	80	

Office Auditor Freight Accounts,
4-28-19 MIS

#73

Female Clerks in the Revising Department
Showing Nature of Position, Number Employed and Rate of Pay, as of March 31, 1919.

Position	No. of Clks	Rate of Pay
Local Revisors, Grade 2	6	$112.50
Rate Students,	5	107.50
Correspondence Clerk	1	97.50
Waybill Correction Tracing Clerks,	2	92.50
Waybill Correction Typists Grade 2	7	90.00
Waybill Correction & Correspondence Clerks	6	87.50
Waybill Correction Filing Clks,	2	70.00
Total -	29	
Men -	37	

Office of Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the Government Department
Showing Nature of Position, Number Employed and Rate of
Pay, as of March 31, 1919.

Position	No. of Clks.	Rate of Pay
Adjustment Clerk	1	$95.00
Closing Statement Clerk	1	95.00
Statement Clerks	2	92.50
Total - -	4	
Men - -	4	

Office Auditor Freight Accounts,
4-28-19 MLS

#73

Female Clerks in the Interline Department
Showing Nature of Position, Number employed and rate of
Pay, as of March 31, 1919.

Position	No. of Clks	Rate of Pay
Interline Division Clerks, Grade 2	1	$115.00
Clerk Balancing Advances & Prepaid	2	107.50
Typist and Bookkeeper,	1	100.00
Typist Grade 1	7	95.00
Interline Abstract Verifiers,	5	90.00
Classifier,	1	90.00
Typist Grade 2	5	90.00
Abstractors,	5	87.50
Clerks Checking & Filing Abstracts,	1	87.50
Carbon Inserters,	1	60.00
Total - - -	29	
Men - - -	67	

Office Auditor Freight Accounts,
4-28-19 MLS

#73

Recapitulation by Rates of Pay of Female Clerks

in the Auditor of Freight Accounts

Office, as of March 31, 1919.

No. of Clerks	Rates of Pay
1	$125.00
3	115.00
6	112.50
3	110.00
7	107.50
1	107.00
9	105.00
10	102.50
1	102.00
49	100.00
11	97.50
48	95.00
30	92.50
37	90.00
63	87.50
2	75.00
26	70.00
22	65.00
1	60.00

51

Total - 330 female
305 male

Office Auditor Freight Accounts,
4-28-19 MLS

#73

C B and Q

Female clerks in offices of Auditor of Freight Accounts
Showing number rated below the minimum with occupation, and dep't.

	No. of clerks	Rate of pay
Claim recording and Mail Dep't.		
Claim backer	1	70.00
Transit Dep't.		
Abstract sorters	3	65.00
Station Accounts		
Sorter Agents Balance Sheets and Uncollected Reports	1	70.00
Claim checking and filing		
*Way bill correction filers	9	70.00
*Interline way bill sorters and filers	11	70.00
*Local way bill sorters and filers	17	65.00
Machine Dep't.		
*Card filers (Hollerith cards)	2	75.00
Way bill sorter, Grade 1	2	70.00
" " " " 2	2	65.00
Revising Dep't.		
*Way bill Correction filing clerks	2	70.00
Interline Dep't.		
Carbon Inserters	1	60.00
Total	51	

* Rating open to question.

Auditor of Expenditures

Chicago Series # ~~84~~ 74

City, Town or Shop	Division	Railroad
Chicago	General Offices	C B and Q #5

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	See memo.	210 ~~230~~			60	Some always

Correct

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8 A.M.	12 to 1	5 P.M.		8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No.... — Present

See memo.

Supplement		Present	
2	60	3	110
7	70	9	115
64	87.50	1	135
13	90	210	
53	95		
50	100		
8	105		

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. H. W. Johnson, Auditor of Expenditures
Mr. Keller, Chairman of Protective Committee
Miss James, Head of Machine Bureau.
Employees receiving rate below the minimum.

Date April 28, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Auditor of Expenditures. C B and Q # 5

Showing number of women in each department, with oacupation and rate of pay.

Miscellaneous, including travelling accounts, mail desk, office stenog, etc.

Stenog.	1	$105.00
"	1	95.00
Clerk in charge of mail desk	1	100.00
Contract clerk	1	87.50
Office girl	1	60.00
" "	1	70.00
~~Mail clerk~~	~~1~~	~~70.00~~
Total	~~7~~ 6	
Men	10	

Machine dep't. Miss James, head.

Head of dep't.	1	135.00
Head of divisions	4	115.00
" " "	1	105.00
Non- listing machine op,	28	100.00
	14	95.00
	5	90.00
Typists	7	95.00
Adding machine op.	5	87.50
Total	65	
Men	0	

Pay roll dep't. Mr. Bates, head.

Head of division	2	115.00
Asst, head	1	100.00
Clerks, checking and compiling	12	95.00
Clerks, compensation statements	3	87.50
Total	~~31~~ 18 women	
Men	~~17~~ 31 men	

Statistical Dep't. Mr. Cox, head.

Head of div.	1	105.00
Clerks, assembling accounts	1	100.00
to ptepare statements re	2	95.00
locomotive fuel costs etc.	8	87.50
Total	12	
Men	12	

Materials Dep't. Mr. Shenard, head.

Head of div.	1	105.00
Clerks	5	100.00
	2	95.00
	1	90.00
	19	87.50
Sorters	2	70.00
	30	

Bookkeeping Dep't. Mr. Brown, head.

Head of div.	2	115.00
	2	105.00
Clerks	2	100.00
	2	95.00
	4	92.50
	2	90.00
	2	87.50
Sorters -------	4	70.00

Total 41
Men 13

Auditor of Expenditures, cont'd.

Bill dep't. Mr. Clough, head.

Head of div.	1	115.00
Clerks	3	100.00
	3	95.00
	1	90.00
	3	87.50
Sorter	1	60.00
Total	12	
Men	9	

Voucher dep't. Mr. McGowan, head.

Head of div.	1	110.00
Clerks	4	95.00
	2	90.00
	2	87.50
Total	9	
Men	11	

Joint facility dep't.

Clerks	1	110.00
	1	95.00
	1	87.50
Total	3	
Men	9	

This department requires knowledge of road work, hence the small number of women.

Total number of women in office ~~238~~ 210
" " " men " " 60

(Omitted from above, included in total)

Construction Dep't.

Clerks and stenog.	1	110.00
	2	105.00
	9	100.00
	1	95.00
	1	90.00
Total	14	
Men	16	

Mr. Johnson's chief criticism of women clerks is their inclination to shrink from responsibility, and their lack of initiative shown by the majority. He has some excellent women clerks.

Hesburgh Library
Vaughton Notebook

C B and Q # 5

Auditor of Expenditures

Showing positions held by girls rated below $87.50, with department.

Miscellaneous :

2 office girls. These girls open and sort mail four times a day, run errands between the departments, occasionally to the other floors, collect cylinders for the dictaphone operators, and distribute them, and address envelopes. Probably 10% of their time is required to address envelopes, a part of the regular mail desk work. When they are not busy with other things, they address envelopes to have a stock ready to send out mail. The collect mail from the desks, put in envelopes, and place in proper shelves ready for the mail boys.
Rating correct. Miss Krueger and Miss Ozinga.

Materials Dep't.

2 girls sorting requisitions. These are assorted according to account number, sent to the Machine dep't. to be extended. When a stock transfer comes in from a station without a duplicate copy, one of these girls writes out a form, which she sends to agent. She writes out about 3 or 4 of these a week. See form 2434 F. This form is sent also to agent who fails to make extension to his requisition. This is rare, however. One girl files any correspondence re requisitions, keeping a closed and an open file. The majority of the work of both girls is sorting. Occasionally, one of them, when she is through with her other work, helps to verify requisition sheets, and to fill in classification sheets. This is not her assigned work. She merely does this to fill in her time in order to learn the work.
Rating correct, if the sorter's work is rated below the minimum.
Miss Kelly and Miss Blevins.

Bookkeeping dep't.

1 girl, Miss Mc John, sorts pay checks in numerical order, makes backs for checks for one division, that is she labels a pieceof aper, and fastens checks with rubber bands. Sometimes she sorts time checks.

1 girl, Miss Shepardson, receives the pay checks from the cashier's office, checks them against the tapes, assorts them in numerical order ready for the machine dep't. to be verified again.

1 girl, Miss Cota, assorts pay checks, and checks mistakes on the tapes, keeps a record of time at which a certain lot of checks was begun, and when the work is finished, uses as reference a record of all checks issued, checking for mistakes. No mistakes are supposed to come this far, but if they should, they must be detected here.
1 girl, Miss Bockhop, sorts, applies, and stamps time checks. She follows roll with checks, stamping date of payment on both. At present, and for a week, she has been engaged in helping an $87.50 clerk balance back pay checks. She said it was really a matter of posting so that she might be able to qualify for such work when there was an opportunity to take a position of this kind.
Agent called the attention of Mr. Johnson, Auditor, to this situation, and he said that he knew nothing of it, but that he considered that when she spent as much as a week onthis kind of work, she should have the same rate of of pay as the clerk whom she was assisting.
In this office, there is every effort to make the clerk qualify for a higher job, and notices have been posted to the effect that those in charge will gladly help clerks who wish to learn the work of a higher desk, a practice I wish we might encourage .

Auditor of Expenditures , cont!d.

This work seems to be largely a matter of sorting, but some checking is done by each girl as she follows the tapes with the checks to see that the amount has been taken correctly by the adding machine operator.
The rating seems open to question.

Bill Dep't.

1 girl, Miss Hanson, does the following work :
Separtes bills from the duplicates as they first come to her desk.
Stamps in ledger, comparing statement with bills, the date rendered.
Makes out Form 2466 (filed herewith) for each bill. If more than one bill is against one station, all are put on one form for that station. They are usually a single item, however.
For all bills that belong to Chicago, she inserts the address , looking then up in the directory. They then go to the mail desk.
Sorts duplicates according to numerical order, files them on boards, and later, "makes them up" for binding. She does nore filing work than rendering of bills as first described, as a general thing.
Runs errands for an hour or two, never more than two hours daily.
The number of bills handled in a day varies greatly. Rent bills for instance come in once ot twice a year, so that she may have several hundred on one day. This is rare. She may have only 25.
Including the filing work as clerical, Miss Hanson's rate should be $87.50.

Her case is now being handled by Mr. Keller, Chaairman of the Protective Committee in this office. Agent talked to Mr. Keeler about the cas e, explaining to him that the matter of classification of the Junior clerk is now being acted upon by the Division of Labor, but advising that he continue with this case because it seems to be one that requires a clerical rating.

C Baand Q #5

Form 2466

UNITED STATES RAILROAD ADMINISTRATION

WALKER D. HINES, DIRECTOR GENERAL OF RAILROADS

CHICAGO, BURLINGTON & QUINCY RAILROAD

OFFICE

AUDITOR OF EXPENDITURES.

Bill Dept
Miss Hancock

AGENT, C., B. & Q. R. R.

CHICAGO, 4/29 1919

Superior - Wis. Station.

Enclosed I hand you for collection bills as listed below, which please present at once, requesting prompt payment to yourself.

When paid, you should receipt the bills and remit the amounts to TREASURY DEPARTMENT (Lines East Agents to Chicago; Lines West Agents to Omaha), in accordance with Treasury Department Circular dated June 15, 1914, paragraphs "C" and "M" and instructions on back of Form 2541 B.

Report the collections on Form 2541 B (pink slip), on which you should enter Auditor's number of bill and the name of payer.

In case payment is refused or delayed, notify me at once stating reason; and if bill is incorrect, return with all papers for correction before adjusting.

Yours truly,

H. W. JOHNSON,
Auditor of Expenditures.

Per JA

NUMBER OF BILL	AGAINST WHOM	AMOUNT		NUMBER OF BILL	AGAINST WHOM	AMOUNT	
319111	Ernst Meyer & Sons					4	08

R.R. Dept.

Materials Dept

Form 2434-F.

C B and Q #5

Audit No._____

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
CHICAGO, BURLINGTON & QUINCY RAILROAD
ACCOUNTING DEPARTMENT.

REQUISITIONS RETURNED.

Mr._____ Chicago, Ill.,_____191___

_____

Dear Sir:—Please make corrections or furnish information requested for each requisition listed.

1. As per your file_____ of_____
2. When same has served your purpose, return for my file.
3. Verify quantity issued.
4. Verify weight.
5. Verify unit.
6. Verify class.
7. Verify lumber extensions.
8. Verify price.
9. Verify account charged.
10. Verify account credited.
11. Verify A. F. E. number.
12. Insert charge and approval as shown on original requisition.
13. Insert name of station.
14. Insert engine number.
15. Insert account to be charged.
16. Insert account to be credited.
17. Show sub Account and description of A. F. E.
18. Show proper Accounting Division.
19. Show whether freight, passenger or common.
20. Show kind of gang and number.
21. Show all dimensions.
22. How was the material used so as to charge account shown?
23. Make debit and credit agree.
24. Make figures legible.
25. Correct engine number.
26. Approve.
27. Shop order not receipted.
28. Charge must be localized.
29. Refer to G.A.O._____see____ par____
30. Why was original not sent in? _____
31. Items marked X are not charged to account shown, transfer and charge correctly.
32. Change amounts account error in extension.
33. Show complete 4188 reference.
34. _____

MAKER'S REQUISITION NUMBER	ITEM NUMBER ABOVE	REPLY IN THIS SPACE

Return this form with attachments and the information requested, without delay.

Yours truly,

_____

AUDITOR OF EXPENDITURES.

Car Accountant
City, Town or Shop

Division

Chicago Series # ~~85~~ 75
Railroad

Chicago | General Offices | C B and Q # 6

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	212			47	Some always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M. Sat. 1 P.M.		8	8	45	45

Night Work: Rotation

Ages of Women on night work

~~Too~~ ? yes H.R.

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

See memo.
General offices, Wage Scale

See memo, next attached.

Nationality:
Am.

Union Membership
yes

Names & positions of persons interviewed:
Mr. E. F. Gaylord, Car Accountant

Date April 29, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

C B and Q # 6

UNITED STATES RAILROAD ADMINISTRATION
Director General of Railroads

CHICAGO, BURLINGTON & QUINCY RAILROAD
(Office of Car Accountant)

STATEMENT SHOWING THE COMPENSATION OF WOMEN EMPLOYEES
AND THE NUMBER EMPLOYED AS OF APRIL 29, 1919.

	RATE PER MONTH												Total		Grand
Department	$50	$60	$65	$87.50	$90	$92.50	$95	$97.50	$100	$105	$110	$115	Women	Men	Total
Miscellaneous	1		1	3			1		2	5			13	10	23
Car Record		9	1	27	4	28	2	3	15	2	2		93	16	109
Statistical			1	8	13		11		12		3	2	50	4	54
Locomotive Mileage			1						26		2	1	30	1	31
Per Diem Dept.				1			4		2		3	2	12	9	21
Car load Tracing & Reconsigning							9		3			2	14	7	21
	1	9	4	39	17	28	27	3	60	7	10	7	212	47	259

G. Gaylord
Car Accountant.

Chicago Series # ~~85~~ 75
C B and Q # 6

Office of Car Accountant

Positions rated under $87.50, with department and occupation.

Miscellaneous mail assorting, and messenger work

1 girl ~~[illegible]~~ ------ $65.00

1 girl arranging car reports to be cut up, that is placing them on a board, slipping the perforations over pins, to be ready for the cutting machine. ------ $50.00

Other office girl work.

Car Record

9 girls sorting tags or "cut ups" on pins. These girls spend more than four Hours daily on this work, but the rest of the day, usually from 2 to 5, they do clerical work. Mr. Gaylord explained that the line was very thin between their work and a clerk's but that they did hardly enough clerical work to come under the $87.50.class. He thunks this arrangement a good one because he is thereby training clerks. He has had no complaints so far. $60.00

1 girl sorting engineers' trip reports. This is a little bit more difficult work than the above, hence the difference in pay. This girl works all day at this sorting. $65.00

Statistical

1 girl sorting train reports by runs for use by the statistical department. $65.00

Locomotive Mileage

*1 girl filing of interchange reports. Does some mail work also, but mostly filing. $65.00

* Rating questioned.
Other rates to be determined.

Auditor of Ticket Accounts — Chicago Series # ~~86~~ 76

City, Town or Shop: Chicago — Division: Gen. Offices — Railroad: C B and Q # 7

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	157			53	Some always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M.		8	8	45	45
			Sat. 1 P.M.					

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No. 7. — Present

See memo, Gen. offices, Wage Scale — See memo, next attached.

Nationality: Am. — Union Membership: yes

Names & positions of persons interviewed:
Mr. G. S. Cooper, Auditor of Ticket Accounts

Date April 29, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~86~~ 76
C B and Q # 7

Auditor of Ticket Receipts

Positions rated under the minimum, with department and occupation.

Interline

2 girls sorting interline tickets, $70.00
preparatory to checking them against reports.

Local

5 girls sorting local tickets. This is not quite so difficult as the sorting of the Interline tickets. $65.00

3 girls opening conductors' envelopes and distributing collections to send to various checkers.

The girls in this department do a little checking, but more than 50% sorting.

6 boys are employed as ticket sorters in this department.

C B

UNITED STATES RAILROAD ADMINISTRATION
Director General of Railroads.

CHICAGO, BURLINGTON & QUINCY RAILROAD
Office of Auditor Ticket Accounts.

STATEMENT SHOWING THE COMPENSATION OF WOMEN EMPLOYES
AND THE NUMBER EMPLOYED AS OF APRIL 29, 1919.

RATE PER MONTH.

Department	$65.00	$70.00	$87.50	$90.00	$95.00	$100.00	$105.00	$110.00	$115.00	$125.00
Miscellaneous			3	3	3	1			1	
Interline		2	4	13	13	4			1	1
Statistics			4	5	9	3				
Rate			1	7	1					
Local	5	3	13	10	4	6	1	2	2	
Transcribing				4	4	14	8	1	1	
	5	5	25	42	34	28	9	3	5	1

Chicago, Ill.,
April 29, 1919.

G S Cooper
Auditor Ticket Accounts

C B and Q # 76

UNITED STATES RAILROAD ADMINISTRATION
Director General of Railroads.

CHICAGO, BURLINGTON & QUINCY RAILROAD
Office of Auditor Ticket Accounts.

STATEMENT SHOWING THE COMPENSATION OF WOMEN EMPLOYES
AND THE NUMBER EMPLOYED AS OF APRIL 29, 1919.

RATE PER MONTH.

$65.00	$70.00	$87.50	$90.00	$95.00	$100.00	$105.00	$110.00	$115.00	$125.00	Total Women	Total Men	Grand Total
		3	3	3	1			1		11	8	19
	2	4	13	13	4			1	1	38	10	48
		4	5	9	3					21	7	28
		1	7	1						9	13	22
5	3	13	10	4	6	1	2	2		46	13	59
			4	4	14	8	1	1		32	2	34
5	5	25	42	34	28	9	3	5	1	157	53	210

G S Cooper
Auditor Ticket Accounts

Chicago General Offices, 547 West Jackson, Chicago Series # ~~87~~ 77

City, Town or Shop	Division	Railroad
Chicago	General Offices	C B and Q # 8

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matron	1	0			Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M. Sat. 1 P.M.		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours $60.50 | Order 27 | Supplement No. 7. $85.50 | Present

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Matron

Date April 29, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series ~~#48~~ 87

C B and Q # 8

Addendum No. 1

Description of the work of matron.

As reported, this woman is carried on the roll as"reviser". The Chief Clerk explained her classification in this way : He had authority to employ a certain number of clerks in each capacity. He had no authority to employ a matron. When he found that he needed a matron, and that he could employ another reviser, he merely put this woman on the roll as a reviser for the sake of convenience, thus saving the trouble of securing special permission to employ a woman in a new capacity.

This woman acts in a general supervisiory capacity over the girls. She has charge of the rest room, she attends any girl who is ill, she advises the girls regarding dress and conduct, and she attempts to secure things for the girls' comfort. Partly through her instigation, a new electric hot plate is about to be installed. This woman seems admirably fitted for her work, and is very popular with the girls. She is an elderly, refined woman, of considerable force of character. The Chief Clerk said she had been very successful with the girls.

She does no cleaning.

Chicago , Freight Claim Agent — Chicago Series # ~~88~~ 78

City, Town or Shop — Division — Railroad

Chicago — Gen. Offices — C B and Q # 9

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	~~62~~ (2in Omaha office) 99			109 (7 in Omaha office) 99 208 199	Always a few.
	See memo, next attached.	2				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8 A.M.	12 to 1	5 P.M. Sat. 1 P.M.		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No.... — Present

See memo next attached.

9 - 70
25 - 87.50
5 - 90
9 - 95
17 - 100
7 - 105
4 - 110

10 - 120
10 - 130
1 - 135
2 - 140
99

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Fowler, head of Loss and Damage Division
Mr. Foster, Federal Auditor

Date May 5, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

(2848)

78

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

CHICAGO, BURLINGTON & QUINCY RAILROAD

J. D. SHIELDS,
FREIGHT CLAIM AGENT.

CHICAGO, May 6, 1919.

IN YOUR REPLY REFER TO

Special Dept.

Women		Salary	Men
1 Private Secretary	77.	$120.00	
1 Payroll clerk	66.	120.00	3
1 steno. first class	71.	110.00	
1 steno. third class	49.	100.00	
4			

CR&M Dept.

1 Claim Charger		105.00	
1 Mail Distributor		100.00	
1 Claim Indexer		96.50	8
6 Miscl. clerks second class		87.50	
1 claim Acknowledger		87.50	
3 Claim Jacketers		87.50	
1 Claim Ledgerer		87.50	
14			

OS&D Dept.

1 Carload Disposition clerk		132.00	
1 Head OS&D Division		118.00	
1 LCL Disposition, first class		118.00	
~~2~~ " " second class		107.50	~~10~~ 9
3 " " third class		98.00	
2 stenos. third class		100.00	
4 Miscl. clerks, first class		96.50	
1 typist, second class		90.00	
~~11~~ Miscl. clerks, second class		87.50	
27			

L&D Dept.

2 Claim Investigators, first class		140.50	
10 " " second class		130.00	
6 " " third class		120.00	
1 Head Mail Sorter		95.00	68
~~1 Statement clerk~~	Tracing div.	87.50	
~~7~~ Mail Sorters		70.00	
~~27~~			
1 Tracing			
~~28~~ 7			

Omaha Office

2 Stenos. third class		100.00	7

(25)

— No of men?

(2848)

#78

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

CHICAGO, BURLINGTON & QUINCY RAILROAD

CHICAGO,

J. D. SHIELDS,
FREIGHT CLAIM AGENT.

IN YOUR REPLY REFER TO

Sheet 2

Payment Dept.

Women	Salary	Men
4 Voucher Makers first class	$105.00	
1 ~~steno.~~ second class	105.00	
1 ~~Key Punch~~ Operator	102.50	
1 Comptometer Operator, first class	100.00	
1 " " second class	95.00	
~~1 draft~~ verifier & checker	95.00	
~~2 Claim~~ Adjustment Verifiers	87.50	
~~1 Listing Machine~~ Operator	95.00	13
~~3 Claim~~ Checkers, second class	95.00	
2 Typists, first class	95.00	
~~1 Collection~~ clerk	100.00	
2 Typists, second class	90.00	
~~3 Draft verifier~~, second class	90.00	
~~1 Statement~~ clerk, first class	90.00	
X ~~1 Arbitrary Debit clerk~~	98.00	
1 Claim Sorter	70.00 — under 20	
X ~~1 Perf~~ mch Operator	70.00 —	
25		

18
2
2
4 9

20

Highest 120 - in ch. of claim checkers

Chicago Series # ~~88~~ 78
C B and Q #9

Freight Claim Agent

In the Loss and Damage Division of this office, the shortage of labor was so great during the war period that the officials decided to train women for this work. In most Loss and Damage work, women are not able to qualify because of their lack of experience in outside railroad work, and their consequent lack of knowledge of the background necessary for the understanding of claims. These officials therefore conceived the idea of training a group of women for the work by supplying an artificial background, to be gained by visiting and inspecting and observing the work of stations etc.

Six women were chosen for the first group,"the cream of all the auditing offices", Mr. Fowler, head of the Loss and Damage Division, said. The first group contained two private secretaries who had been in the offices for several years, onw who had been at the head of the transcribing desk, one college graduate, a widow with no business experience, another widow with some experience in business, and one stenographer.

For one month, these women heard lectures with forms on the various typed of claims, prosedure, etc., using hypothetical cases, studying the Rule Book, discussing each case, as in a school. Frequent trips were taken for the purpose of observation. The class went to freight houses to see how freight is handled, they learned the trade name of commodities, they visited the freight car yards to examine the loaded cars on the tracks, to examine unloaded cars,observing how they are made, how they can be damaged, to the car repair yards to see damaged cars, they visited local stations to observe the agent's work in handling freight, they traveled by way freight to see how the way freight is handled and to observe the various kinds of freight, perishable, dead etc. When they completed these observations on the railroad, they were taken to several large factoreies to visit the shipping departments in order to see how articles are packed, the possibilities of damage etc. In fact, Mr. Fowler said, they saw and learned a great deal more about the practical work of the movement of freight than most of the men in the office had seen.

Following this month, the class under the close supervision of an experineed man, did actual work in investigating claims. They were paid at their old rate until they qualified as investigators and then put on the investigator's rate.

Five or six groups of six each were trained in the above manner. Several were eliminated as they proved unfitted for the work, and some have dropped out since. At present, 18 of the original number remain in the Loss and Damage Division as investi gators, two as first grade, 10 in the second class, and 6 in the third class.

Mr. Fowler thinks the chief fault to be found with their system was the fact that the women had to be trained hurriedly, that they had to cram too many facts in a brief period. Those with imagination could do

Chicago Series # ~~88~~ 78
C B and Q # 9

~~do~~ the work more easily. Investigating work consists largely in drawing a conclusion from a given set of facts.

Other Chicago offices have various opinions of the C B and Q experiment. Agent has found most of the others very dubious. Most Freight Claim agent s say immediately :"Women will never make investigators", follo w-ing this with the explanation that railroad experience is absolutely essential to this work. However many of their men are merely office trained. To agent, the C B and Q experiment proves the importance of efficacy of <u>training</u> in any line of work, and that with training and experience, women will be able to qualify inlines of work now considered too difficult for her.

Chicago Series # ~~88~~ 78
C B and Q # 9

Positions rated under the minimum :

Loss and Damage dep't.

1 mail sorter. This girl opens mail, which she sorts in desk order. She also files mail pertaining to claims in their respective claim jackets.

1 mail sorter, called "case girl", practically the same as above.

5 sorters, a centralized group, which receive all mail pertaining to claims, which they sort and put in jackets, keeping a list of "look ups". *

Payment Dep't.

1 claim sorter and filer. This girl receives claims ready for filing. These she sorts and files. Others she sorts for adjustment, putting a blue sticker on those which must go back to the investigator. Of these she makes a written list. She also takes care of the request cards, sorting them in numerical order. These are written up on a tape by another clerk. When they return to the file desk, the file clerk checks them against her list. Clara Larson. Request card , Form 2307, filed herewith

2 boys work in this division, taking care of the claim file known as the "claim vault". They hunt up claims requested, inserting the request card in the claim jacket, or reporting on the request card that the claim is at another desk etc.

1 girl, perforating machine operator. This machine run by an electric motor, and operated by foot pressure. The lever requires a very slight pressure. All settled claims are perforated Paid with date. Cummins Perforating Machine No. 23.

C R and M dep't.

4 boys, "mail sorters", sorts new claims, stamps and back claims, and sometimes addresses envelopes.

* 2 boys on the same work.

Employment Department

Chicago Series # ~~89~~ 79

City, Town or Shop	Division	Railroad
Chicago	General Offices	C B and Q # 10

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Stenog.	4			5	1917
	Clerks	2				
		6				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M.		8	8	48	48
			Sat. 1 P.M.					

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours $40 to $50

Order 27

Supplement No. 7 All $87.50

Present same

Nationality: Am.

Union Membership no

Names & positions of persons interviewed:
Mr. Blackwell, head of investigation division
Mr. Kordseimon, head of Employment Department

Date May 6, 1919

Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Relief Department
City, Town or Shop
Chicago

Division
General Offices

Chicago Series # ~~89 a~~ 80

Railroad
C B and Q # 11

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Stenog. Clerks	5 12			17	
		17				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M. Sat. 1 P.M.		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours

		Order 27	Supplement No....	Present
1 stenog.	$ 94.00		$119.00	
	87.70		112.70	
	80.75		105.75	
Others	50 and 60	2)	87.50	same
1 clerk	71.50	1	96.50	
11 "	40 to 60	11)	87.50	

Nationality: Am.

Union Membership: yes ?

Names & positions of persons interviewed:
Mr. Wood, Chief Clerk, Relief Department

Date May 6, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Office of Commissary

Chicago Series # ~~154~~ 81

City, Town or Shop: Chicago

Division

Railroad: C B and Q #12

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks and stenog.	6			4 ?	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 1	5		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

3 at $87.50
2 " 100.00
1 " 110.00

Light, large, pleasant office in same building with laundry. Windows on three sides. Good toilet facilities.

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. A. E. White, Head of Commissary

Date June 13, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Office of Master Mechanic

Chicago Series # ~~155~~ 82

City, Town or Shop: Chicago

Division

Railroad: C B and Q

13

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	4 ✓	2		6	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 1	5		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

2 at $ 87.50
1 " 90.00 ✓
1 " 100.00

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. Brown, M.M.

Miss Anderson, Clerk

Date June 13, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~155~~ 82

C B and Q

-1- and -2-

This is a small yard office. The women work on the first and second floors. The building is old but has been remodelled to be comfortable, light, and well ventilated.

The girls have a very small toilet and cloak room opening directly off the office. The room seemed to be badly ventilated. The Clerks said that one window would not open from the top, and that they could not open it from the bottom, because of the people in the yards. Agent told Mr. Brown of the condition and he said that he would look after the difficulty immediately. He seemed to be pleased to do anything that would enhance the comfort of the girls.

Round House

Chicago Series # ~~150~~ 83

~~City~~, Town or Shop | Division | Railroad

Chicago 14th and Western Avenue | | C B and Q #14

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
9	Engine wipers	8	9	0	4	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 1	5					
	9	12 to 1	6	0	8	9	48	54

Night Work: Rotation None

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No...7	Int. 1 Present
Women 22 ¢		34 ¢	37 3/4 ¢
Men			40 1/4 ¢

78.52

Nationality: Austrian, Lithuanian

Union Membership: no

Names & positions of persons interviewed:
Mr. Brown, Master Mechanic
Round House Foreman

Date June 12, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 150

C B and Q

Round House

Eight women remain here as engine wipers. Formerly the number was larger. The foreman and Master Mechainc have been so much pleased with their work that they planto keep them. They have found the women more steady about the work, less inclined to waste time, and more careful than the men they can secure for this work.

The women wipe the engines below the running board, and the tanks. For the tanks, they use a low ladder, made of light wood so that they can carry them easily. They are not allowed to go into the pits, or the cabs or above the running boards.

-2-

One sanitary toilet is provided for the women in a building near the repair track, placed here because during the war period, a great many women were employed to pick up scrap on the repair tracks. The distance from the Round House id not great.

Near the Round House is a shed which is used for the women's washing and dressing room. It has wooden lockers, tables and benches, plenty of air and light, and is kept fairly clean for the type of work the women do. An iron sink is provided with hot and cold water. Mr. Brown, Master Mechanic, said that when he first came there about six months ago, the women had only a box car which was entirely inadequate.

-4-

Several of the women are wives of men who work in the Round House. The foreman said that he has not had any trouble about the conduct of the women in the yards or in the Round House. There are no young women among them. All of them are steady hard working women.

Laundry

~~City~~, Town or Shop — Division — Chicago Series # 84

Chicago — C B and Q Railroad #15

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Seamstresses	1			6 ?	
	Jacket folder	1				
	Head laundress	1				
	Jacket Ironers	3				
	Mangle girls	11				
	TOTAL	17				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 12:30	5	0	8 1/2	8 1/2	47 1/2	47 1/2
		Sat. 5 hours only						

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — ~~Order~~ 27 — Supplement No.... 6 — Present

Order 27

Seamstress $2.92 per day = 36 1/2
Jacket folder 2;60 " " = 32 1/2
Head laundress 2.72 " " = 34
$1.37 1/2 + 7 3/4 $2.02 + 3 3/4 Mangle girls 2.32 = 29 (1/2 ¢ adjustment)
(17 1/2 ¢) (25 1/4) Jacket iron. 3.50 " " = 41

The jacket ironers work on piece work basis at 2 ¢ a jacket; they average about $3.50 per day. The workers are limited to 200 jackets per day. The present rates were secured recently.

Nationality: American

Union Membership: yes B of R C

-9

Names & positions of persons interviewed:

Mr. Richardson, Manager

Mr. Brown, M.M.

Date June 13, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 153

C B and Q

Laundry

This laundry is located on the sixth floor of a new building recently taken over by the C B and Q. It is in one large room with windows on three sides. The windows are long and open full length, making the laundry full of light and air. The machinery is well placed so that there is no crowding. All Troy washing machinery is used. A Troy Big Six Mangle is located in the centre of the room, with a huge hood fitted over it, and from the hood a suction pipe which carries off all the steam from the mangle. Three women feed and three take off, changing every hour.

Three women operate six steam presses for ironing jackets. Two presses are arranged at such an angle to each other that the operator can stand in the wedge and run two machines at the same time, turning first to one and then to the other. The steam presses, such as are used in tailors' shops, are said to be much easier to operate than the body ironer. These operators easily average 175 coats daily, in eight hours. While the steam press irons a coat in two minutes, the body ironing machine require from 3 to 5 minutes.

-2-

The women have a small toilet room and cloak room opening from the laundry. There is so much room in this laundry that they can find comfortable places to eat their lunch. The toilet was clean and apparently well kept.

-4-

Most of the women employed here are American; some of them have been here for a number of years. The have recently joined the Brotherhood of Railway Clerks. Mr. Richarson said that his present force are excellent workers.

Each woman is allowed ten minutes off in the morning and ten minutes again the afternoon.

This laundry does all the work for the entire system, and averages about 12,000 pieces a day. All the soiled linen that comes into the laundry in the morning is finished on the same day.

The best equipped railroad laundry I have seen in Chicago, and the most pleasant in every way.

Visited Oct. 22 & W.S. + Conferees from RRs including Miss Daisy Oden C.B.&Q
Suggestion for rest room made to Mr & Miss Goldmark & Betts Oct 29

L

Chicago Series # ~~152~~ 85
No.

ADJUSTMENT RE
Working conditions

City and State	Division	Railroad
Chicago		Pullman Co. # 7

1. Office, Shop or Platform
Pullman Cleaning Yards, C B and Q

2. Official in Charge
Mr. John Simon, Foreman

3. Employee Involved
Women cleaners

4. Address-street number if necessary

5. Source: Inspection

6. Statement of Case:

One toilet for 20 women , 16 of whom are colored. This toilet is located on second floor immediately across the hall from the men's locker room, and is not marked.

It is used indiscriminately by the men and the women. Similar toilet downstairs unmarked, said to be for the use of the men only, but used also by both.

Only one wash stand provided for men and women, total 41, located outside the door of the men's locker room, in the hall.

(This total includes 7 linen room women and 2 seamstresses and 12 men (cleaners)

7. Action by Agent:
Recommendation verbally to the Storekeeper, Mr. Kietzer, in the absence of the foreman, that the two toilets be marked, one for women and one for men.

Report to office. Agent recommends also that larger washing facilities should be provided for the women, and in a more satisfactory location.

8. If unadjusted, name of next higher official with address:

9. Action by Office:
Letter to Mr. Seese, District Sup't. July 18, 1919.

10. Statement of Adjustment made and date:
Rec'd from Mr Seese

11. Date of Inspection June 13, 1919
USRA-WS No.3

12. Name of Agent. Helen Ross

Pullman Company Employes Association
P. Office, Dressing Yard
Shop or Slip
Chicago
Start and Finish

Cleaning Yards
Shop Division Railroad
Chicago Pullman Company 7

Chicago Series # 85.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaners	20		16	12	
	Linen room women (One sorts and counts, the other puts up linen for cars) (The latter is white)					

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7:30	30 min.	4:30					
	Every third Sunday off.			Yes	9	10	63	70

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

Women	21 ¢	33 ¢	x 9 x 29
Forewoman	26 ¢	38 ¢	86.13
Men	26 ¢	38 ¢	99.18

Nationality: Negro

Union Membership: no

Names & positions of persons interviewed:

Mr. Kietzer, Storekeeper
Mr. John Simon, Foreman (not interviewed)
Mr. Brown, M. M. for C B and Q
Mr. Bates, Foreman for C B and Q.

Date June 13, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 152
Pullman Co.

C B and Q Yards

-2- and -9-

In an old frame building, which answers for office, store room, linen room, on the second floor are the locker rooms, one for the colored women, and a smaller room for the four white women. The women have good metal lockers, a table and benches. The only washing facilities are provided by one small wash stand in the hall, just outside of the men's locker room. One sanitary toilet opens onto this hall, just opposite the door to the men's room. The door was not marked "For Women". The Storekeeper said that only the women were supposed to use this toilet. The forewoman said that men and women white and colored used the same one, and that the women would like to have the place set aside for their own use and moreover to have another toilet since the one is hardly adequate. Downstairs in the linen room is another toilet similar to this one, also not marked. This too is used by both.

Agent advised that the toilet s be marked one for men and one for women. The Storekeeper said that he would see to this right away. Mr. Brown, M. M. of the C B and Q yards gave instructions to the Storekeeper that this should be done.

One washstand is not adequate for the use of all the men and women cleaners.

July 18, 1919.

Mr. J. S. Seese,
District Sup't. Pullman Car Lines,
C. & N. W. Station, Chicago, Ill.

Dear Mr. Seese:

Miss Helen Ross, Field Agent of the Women's Service Section, who has recently visited the Pullman Cleaning Yards, C. B. & Q. Railroad, Chicago, Ill., has reported to me certain conditions regarding the employment of women that need attention.

Miss Ross states that the toilet accommodations are inadequate, and furthermore that they have not been kept separate for men and women and properly marked. The toilet provided for the women is located on the second floor immediately across the hall from the men's locker room and is used indiscriminately by both men and women. The toilet on the lower floor which is also unmarked, said to be for the use of the men only, is also used by both sexes.

I am sure you will agree with me in thinking this is an entirely improper condition of affairs, and that the toilets used by the women should be properly marked and kept strictly for their use. As 29 women use this toilet, 16 of whom are colored, the present accommodations, namely, one toilet, are not adequate.

Miss Ross tells me that the Master Mechanic, whom she interviewed, appreciated the value of her suggestions and gave instructions to the Store Keeper that one of the toilets should be marked for women and one for men. It is, however, important that this separation of toilets for men and women should be strictly observed, I am, therefore, bringing this matter to your special attention. Furthermore, it is desireable that another toilet be installed since one is not sufficient for the number of women employed in this building.

The washing facilities are also entirely inadequate. At present there is only one wash stand for both men and women, located outside the door of the men's locker room. This is the only wash stand provided for the 41 employees of this building, including 20 women cleaners, 7 linen room women, 2 seamstresses, and 12 men cleaners.

There is, in my opinion, no question but that this also is an improper arrangement and that a wash and rest room should be provided for the women of this building, which will be entirely separate and screened.

We have found that the women appreciate the opportunity afforded by providing such a room. They are able to change their clothes before and after leaving work, and have developed into more efficient workers on account of such care being given their needs.

We shall be glad to learn what changes can be made at these Yards, and hope that the first steps may be taken without delay in regard to the matters essential to decency and privacy as above described.

Yours very truly,

Manager, Women's Service Section.

Pg-MBL

FORM 91.51

JUL 26 1919

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

PULLMAN CAR LINES

Chicago, July 23, 1919.

Subject: Yard facilities and accommodations; letter regarding.

Miss Pauline Goldmark,
Manager, Women's Service Section,
Division of Labor, USRRA,
Washington, D. C.

Dear Madam:

I have your letter, 18th instant, and in reply will say the matter you speak of will receive immediate attention.

We have just recently been furnished with our present quarters in the "Burlington" yards pending the further improvements on new terminal conditions. However, steps will be taken at once to meet suggestion made by you.

Yours truly,

G Geese

District Superintendent.

1-1

July 26, 1919.

Mr. J. S. Seese, District Superintendent,
Pullman Car Lines,
Chicago, Illinois.

Dear Mr. Seese:

I have your letter of the 23rd, and am glad to learn that steps will be taken at once to meet the criticisms sent you by the Women's Service Section in regard to conditions for women cleaners in the Chicago, Burlington and Quincy Yards.

I sincerely hope that the condition complained of may be cleaned up pending further improvements on new terminal conditions.

Thanking you for the prompt attention you are giving this matter, I am

Yours very truly,

Manager, Women's Service Section.

PG-MBL

Local Freight Office

Chicago Series # ~~48~~ 85A

City, Town or Shop	Division	Railroad
Chicago		C B and Q # 16

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Total 113 See memo.	113 113 used	About 30%	Should be Corrected	113 H. R.	Some always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M.	0.	8	8	48	48

N ight Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours 8 "

See memo.

Order 27

Supplement No....

piecework - 1 at 80¢
7 - 58¢
56 - 87.50
19 - 90¢
4 - 95¢
15 - 100¢
4 - 105¢
3 - 110¢

Present

3 - 115¢
1 - 125¢
110

Nationality:

Am.

Union Membership

At least 50%

Names & positions of persons interviewed:

Mr. Armstrong, Agent
Mr. Gleisner, Chief Clerk

Date April 8, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memo re seniority and 2 and 9

Chicago Series # ~~48~~ 85 A
C B and Q " # 16

Occupations with numbers and wages.

		Jan. 1, 1918		Sup. 7.
Assistant Cashier	1	$85	1	$110.00
Stenographers	16	65 to 88	2 at	113.00
			1 "	102.00
			3 "	96.00
			10 "	90.00
Collector	1	82	1	107.00
Miscellaneous clerks	9	50 to 60	9	87.50
Cash book clerks	11	50 to 88	1 "	113.00
			3 "	102.00
			1 "	107.00
			1 "	90.00
			5 "	87.50
Abstract clerk	4	65	4	90.00
Forwarding Abstracts, piece work	2		Average 2	$100 to 125
Prepaid Clerks	2	60 to 70	1 "	90.00
			1 "	87.50
Typists	4	50 to 65	1 "	90.00
			2 "	87.50
		(piece work)	1 Average	80.00
		(does not work all day)		
Comptometer operators	8 ?	50 to 66	? (2) "	91.00
			(3) "	87.50 7 6
Revisers	7	50 to 60	7 "	87.50
Bill clerks	10	(piece work)	Average	100.00
		(on basis of 1.188 per 100)		
Car record clerks	3	40 to 60	3 at	87.50
Reconsigning clerks	4	65 to 75	1 "	90.00
			2 "	95.00
			1 "	100.00
Notice clerk	2	50	2 "	87.50
Interline "	2	50 to 60	2 "	87.50
O S and D	12	50 to 65	1 "	90.00
			11 "	87.50
Demurrage Clerk	1	60	1 "	87.50
Way bill tracer	1	60	1 "	87.50
Route clerk	1	60	1 "	87.50
Tracing "	3	50 to60	3 "	87.50
File clerks	9	33 to 50	2 "	87.50
			7 "	58.00

Practically all of the $87.50 positions paid formerly from $50 to $60.

110
3
113

Chicago Series # ~~46~~ 85A
C B and Q # 16

Local Freight Office
Memo re seniority.

Agent had been told that seniority had been violated in three cases in this office during a recent reduction of force when 16 clerks were dismissed.

Inquiry proved this to be true in the case of one woman whose husband is in the army. She has a small child and no people to help her with its support. She is an exceptionally good clerk. When the reduction was about to be made, Mr. Armstrong and Mr. Gleisner met with the Union Committee of this office, and it was agreed that this woman should be retained.

Similarly it was agreed to retain two men clerks of unusual efficiency and experience, a grain clerk and a perishable reconsigning clerk, both positions requiring experience that no one else in the office had. The men had been in the office only about six months, and now for the first time in several years, on account of the difficulty in getting trained men for this work, the work is being handled efficiently.

Agent (M.R.) reported to Union that these deviations from the Seniority rule had been made with the agreement of the ~~Union~~ Committee. Mr. Gleisner said that he had had no complaints from the Union people on this score.

The roster in this office is up, and has not been questioned so far. Mr. Gleisner deplores the fact that no new positions recently posted have attracted the women sufficiently for them to offer a bid.

Much less moving round is occasioned by the application of the new wage orders. There is not the variation of a few dollars a month on the salary to attract the clerk at a desk of lower pay and perhaps less responsibiltiy. Mr. Gleisner thinks that for a department as a whole, the seniority rule works badly, on account of the specialized jobs in a freight office.

-2- for women

This office has the best accommodations in a local freight office agent has found in Chicago. A very nice rest room is provided with four wicker couches, chairs etc. with adjoining toilet room. A very pleasant elderly lady is in charge, and seems to have rarely good control over the girls. This woman is carried on the pay roll as a "reviser", because, Mr. Gleisner explained, he had the authority to employ so many revisers, and it was a simpler matter to carry her so than to go through the red tape of securing a matron. This woman is paid a salary of $87.50.

-9-

The above is another example of the lack of classification of the matrons, for whom we should have a class and a rate of pay.

Memo re form of Way Bills May 3, 1919

Interview with Mr. Bramon, Auditor of Freight Accounts, C. B. and Q. April 28, 1919.

From 500,000 to 600,000 Way bills pass through this office monthly.
From 30 to 40 employees are engaged in sorting these bills.
Since the order was issued by the Administration against the using of monograms or distinguishing signs of the several roads, the work of sorting way bills has slowed up considerably. The way bill sorter formerly followed the sign. Now he must follow the name of the road which is placed on the third line of the way bill immediately under, as

United States Railroad Administration
Director General of Railroads
Chicago, Burlington, and Quincy

The difference in the amount of observation required is obvious. Many roads have their own particular type, thus enabling the sorter to make a readier observation, but the forms of type are few in number which are sufficiently different to facilitate this work. Moreover, many of the smaller roads have their way bills printed by the same company, and the type of many of the roads is the same.

Mr. Bramon also pointed out the possibility of roads getting the way bills of another road through the mistake of a printer. This sounds unlikely, but happens actually, and occasions much tracing to locate the road on which the bill was actually made out.

Formerly way bills were printed on various kinds of paper, another distinguishing feature. The experienced sorter soon came to know the ear marks of each kind of way bill. Now the paper is uniform as well as the form of the bill.

Mr. Bramon asked agent to make the suggestion that some distinguishing mark be allowed on the way bill for the purpose of speeding the work of sorting. He makes no plea especially for the use of the old mongrams etc. but suggests that in place of them some number be assigned to each road, that number to appear in the upper right hand corner of the bill. The use of the old signs would facilitate work more immediately, but the number would serve the same purpose after a short while.

-at Western — Minneapolis

90

Right-of-Ways.

INSPECTION SHEETS

Minneapolis Series

CHICAGO GREAT WESTERN

Pullman No.	Series No.	Occupation		Address
20	(13)	Cleaner	Yards	Minneapolis
R. R.				
9	(14)	Cleaner	Yards	
10	(15)	Clerk	Yard Foreman's Off.	

ADJUSTMENT RE toilets

Reinspection of ~~Minneapolis~~ series #14

City and State	Division	Railroad
Minneapolis, Minnesota		Chicago Great Western

1. Office, Shop or Platform
Cleaning yards, located on Boom Island, in Mississippi, opposite ~~yards of Burlington.~~

2. Official in Charge
E.C.Place, foreman

3. Employee Involved
All women cleaners in the yard, among them Annis Kvichak and Ellen Pedro.

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:

A sanitary toilet(inside, with automatic flush) is used now exclusively by one woman clerk, the wife of the foreman. The three cleaners of the C.G.W. and and the six cleaners of the Pullman are expected to use a privy vault overhanging the Mississippi. Apparently they more often use the toilets in the coaches which are then dumped in the yards.

7. Action by Agent:

Agent did not take matter up with Mr. Place the foreman as he had not been frank(to put it mildly) in telling that the roundhouse toilet was used by his wife alone. As he has too much personal interest in keeping the cleaners out of the toilet and as he is prejudiced against the colored the Agent feels that nothing would be gained from taking the matter up with him. The Supt. or Federal Manager, W.L. Parks should be communicated with and an order requested stating that the toilet is to be used by all cleaners(women).

In asking for the order the W.S.S. ought to offer ~~that~~ one of its field agents to talk to the women some noon, telling them the need of keeping the yards in a sanitary conditions.

8. If unadjusted, name of next higher official with address:
W.L.Parks, Federal Manager, Chicago.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Nov. 22, 1919
USRA-WS No.3

12. Name of Agent. Florence Clark

Reinspection of Minneapolis
Series # 14

Town or Shop: Minneapolis, Minn.-Great Western Yards-Boom Island, in Mississippi River, opposite Burlington Yards

Division: Chicago

Railroad: Chicago Great Western Railroad.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	inside coach cleaners	3	0	1	24-inside and outside cleaners	"2 years ago or better"

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
2 Sat.	8 A.M. 8 A.M.	12 to 1 12 to 1	5 P.M. 4 P.M.*	yes-every other Sunday	8	10	47 or 52 55	70
1	8 P.M.	20 minutes on railroad time	4 A.M.	yes-every Sunday	8	10	56	70

* Work seven hours on Saturday and are paid for 8.

Night Work: Rotation

Ages of Women on night work: 38 or 40 years old-both foremen and day cleaners state.

Wages: Jan. 1. 1918 and hours	Order 27	Addendum to Supplement No. 4.	~~New Wage~~ Agreement Present
25¢		37¢	45¢*

*Will receive first pay at 45¢ rate on next pay day.

Nationality:
Negro(1)
Italian(1)
Slovak(1)

Union Membership
~~Twin City Car cleaners~~ local(2)

Names & positions of persons interviewed:
E.C.Place, foreman
Annie Kvichak, cleaner, also member of Union Committee.
Ellen Pedro, Colored cleaner.

Date: Nov. 22, 1919

Agent: Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum to Reinspection of Minneapolis Series #14.

No. 2.

The dressing room is apparently in the same condition as when Miss Ross inspected, a portion of a box car, furnished with wooden lockers and benches, and a desk which can be used as a table. These women use the wash basins in the car if they wash up before going home. As they work in the parlor car, the facilities which they are permitted to use are the same grade as those in the Pullman coaches.

(Mrs. Place has obtained the washing bowl in the office-a faucet of cold water has always been there. When Miss Ross inspected she had requistioned for a bowl. Apparently no hot water is obtainable from the faucet.)

Toilet. Miss Ross states in her report that the Great Western women use the sanitary toilet in the roundhouse. When F.E.C. made the inspection this was not the case-facts indicate that the Great Western cleaners have never used the sanitary toilet. When the Agent (F.E.C.) asked where the toilet was and said she would ask one of the cleaners to show her the way, Mrs. Place said that the toilet had not been used lately because the women had not cleaned. Mr. Place taking the key from the office(it was not hanging in a place accessible to the cleaners) offered to show the Agent the place. The door had swollen and the lock-catch arrangment was unscrewed,-Mr. Place had to use all his strength to open the door. Looking at the lock, Mr. Place said," That screw is evidently making the door stick-Mrs. Place told me about it." The room was so hot from the pipes and being shut up, that the odors were bad. The toilet automatically flushes along with the men's toilet on the other side. A double wooden wall is between the men and women's toilet. The floor is cement. Mr. Place said he would have to get one of the women to clean it.

Later Mr. Place said that the men and women did not use the toilets provided for them at all. They use the toilets in the coaches and the hoppers are dumped in the yards. He showed the Agent the toilets overhanging the water, the men and women's separate. The women's toilet has two compartments, one intended for colored the other for white. Mr. Place said that when he separated the white from the colored, there was a great fuss-both he and Mrs. Place said that they did not think the colored were as good as the white and appealed to the Agent for confirmation of their stand. The Agent said that the Federal Government did not recognize that there were two colors. The two compartments were fairly clean-Mr. Place ascribed it to the fact that the toilets were not used. Both doors were swung wide open. The vault is boxed in-the seats overhang the water which is 10 or 12 feet below.

The two women who work during the day were interviewed by the Agent at noon. One colored woman seemed to know where the toilet was-apparently she is the one who cleans it for the woman clerk. Annie Kvichak said she had worked in the yard for five years (part of the time for Pullman Co.) and she had not yet found out where the toilet at the roundhouse was.

From the various sources of information the Agent is convinced that the toilet at the roundhouse is used exclusively by Mrs. Place who has

Memorandum to Reinspection of Minneapolis Series #14.

No. 2.

one of the cleaners clean it for her use. The cleaners both Pullman and Great Western use the outside privy at times. The Agent has not a doubt but what the women often use the toilets in the coaches. Apparently they never use the toilet in the roundhouse and are not expected to do so. From the discussion about colored people, it is apparent that Mrs. Place would not use the toilet should the colored women use it.

Because Mr. Place the foreman works with little or no supervision and because he has a personal interest in a toilet arrangement which keeps the best toilet for the exclusive use of his wife, there is no use taking up the matter of having all women use the roundhouse toilet with him. The matter should be taken up with Mr. W.L.Parks, Federal Manager in Chicago who should be requested to issue an order that the toilet is to be used by all women cleaners. Because the women are apt to think that the walk to the roundhouse toilet is too far away the W.S.S. should offer to have one of its Agents talk to the women at noon about using the sanitary toilet and keeping the yards clean.

No. 6-Night work.

The one woman cleaner employed by the Great Western is the only woman employed at night in the yards. The day cleaners led the Agent to believe that this woman has worked at night for some time. As she recalls Mr. Place said that this arrangement is of long standing-apparently before Miss Ross made her inspection. The day cleaners told the Agent that "Rosie" the little Italian woman who cleans at night has never talked about being afraid or being frightened. The Agent gathered that the cleaner had children and she is desirous of night work. The Agent did not get to see the night cleaner.

F.E.Clark

Minn. Series # 14 and 15
No._____

ADJUSTMENT RE

Working conditions

City and State	Division	Railroad
Minneapolis		Chicago Great Western

1. Office, Shop or Platform
Cleaning Yards

2. Official in Charge
Mr. Place, Gen. Foreman

3. Employee Involved
Women cleaners (2) and woman clerk (1)

4. Address-street number if necessar

5. Source:
Inspection

6. Statement of Case:

No washing facilities for the cleaners in their box car dressing room. Faucet in the office of clerk, but no wash stand. Mrs. Place, clerk, has frequently made requisition for wash stand but so far has been unable to secure anything.

11/22/19 Mrs. Place has obtained her wash stand. — Agent Jaw. S. F.S.C.

7. Action by Agent:
Report to office.

8. If unadjusted, name of next higher official with address:

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection June 10, 1919
USRA-WS No.3

12. Name of Agent. Helen Ross

Minn. Series # 14

ing yards
Town or Shop | Division | Railroad
Minneapolis | Chicago Great Western 9

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Cleaners	2		2	26	

One woman does only parlor car cleaning; the other cleans brass and lamps only. These two women have been in the yards for a long time.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7	12 to 1	5	none	9	10	63	70

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours | Order 27 | Addendum to Supplement No. 4 | Present

Women	25 ¢	37 ¢	$1.58
Men	25 ¢	37 ¢	

Nationality: | Union Membership

Negro | yes

Names & positions of persons interviewed:
Mr. Place, Yard Foreman
Mrs. Place, Clerk

Date June 10, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

-2-

The toilet facilities provided for the Chicago Great Western employees are in the Round House, where formerly several women clerks were employed. Here there is a sanitary toilet, which the two cleaners and the woman clerk use.

The outside unsanitary toilet provided for the use of the Pullman cleaners was put up by the Chicago Great Western.

The Chicago Great Western cleaners have a good car in which to keep their clothing and to eat their lunch, but no washing facilitiesare provided.

In the office of the clerk to the general foreman, which is half of a box car, there is a faucet, but no basin. Though numerous requisitions have been sent in for a wash stand, nothing has come of it, Mrs.Place said.

-4-

Mrs. Place said that she loved her work. Her husband is yard and Round House foreman. He has had difficulty securing the right kind of women for the yard office work, so she decided to take it up, and she is now doing the work formerly done by two clerks,though with no increase in pay.

Mr. Place thinks that it is better to use men cleaners altogether. He said he had had great difficulty with the women cleaners during the war period when he could not secure men. They now have orders, he said , to take on only men for cleaners, to keep the women they have but to replace with menas they drop out.

-9-

The Pullman women in these yards should be provided with a sanitary toilet, or allowed to use the toilet in the Round House.

Washing facilitiesshould be provided for the Pullman cleaners and for the Chicago Great Western cleaners, and a wash stand installed for the use of the woman clerk.

ADJUSTMENT RE

Working conditions

Minneapolis, Series # 13
No.

City and State	Division	Railroad
Minneapolis		Pullman Co. 20

1. Office, Shop or Platform
Chicago Great Western Yards

2. Official in Charge
Mr. Erickson , Foreman

3. Employee Involved
5 Women cleaners

4. Address-street number if necessar

5. Source:
Inspeetion

6. Statement of Case:
Women have only an outside unsanitary toilet, not marked nrrfurnished with lpck.
In the women's box car dressing room, there are no washing facilities.

See Memorandum #14 for further discussion about toilet, also green sheet-more facts developed during second insepction. F.E.C.

7. Action by Agent:
Report to office

8. If unadjusted, name of next higher official with address:

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection June 1, 1919
USRA-WS No.3

12. Name of Agent. Helen Ross

ago Great Western Yards — Minn. Series # 13

y, Town or Shop — Division — Railroad

Minneapolis — Pullman Co. 20

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Cleaners	5		1	5	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7	30 min.	5:30		9	10	63	70

Every other Sunday off.

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No.... — Present

Women	22 1/2 ¢	34 1/2 ¢	
Men			
Sweepers	24 1/2 ¢	36 1/2 ¢	86.94
Machine	26	38	

Women have a fourth of a car, a very small room, with wooden lockers, and bench. No washing facilities whatever.

Outside unsanitary toilet on the river's edge, two compartments, no lock on doors.

~~See notes, Chicago Great Western cleaners.~~

Nationality: — Union Membership

Polish, Russian, one negro — yes

Names & positions of persons interviewed:

Mr. Erickson, Foreman

Date June 10, 1919 — Agent June 10, 1919 — Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Reinspection of Minneapolis
Series 13.

City, Town or Shop: Minneapolis, Minn.
Division: Chicago Western Yards-Boom Island, in Mississippi River, opposite Burlington Yards
Railroad: Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	inside coach cleaners	6	0	1	4	At least 7 or 8 years ago.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
6	8 A.M.	12 to 1	5 P.M.	yes-every other Sunday	8	10	48 or 56 52 hrs. av	70

Night Work: Rotation

Ages of Women on night work: No night work

Wages: Jan. 1. 1918 and hours	Order 27	Addendum to Supplement No. 4.	New Wage Agreement Present
women 22 1/2¢		34 1/2¢	45¢*
men			
sweepers 24 1/2¢		36 1/2¢	
machine 26¢		38 ¢	

* As Pullman Co. holds back some pay, cleaners have not yet received pay on 45¢ rate-will get 45¢ rate in pay due Nov. 30th.

Nationality: Polish, Russian, Negro

Union Membership: Twin City Coach Cleaners Union (5)

Names & positions of persons interviewed:

Gus Erickson, foreman and storekeeper.
L. St. J. Sheckler, District Supt.

Date: Nov. 22, 1919 Agent: Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum of Reinspection of Minneapolis Series 13.

No. 2.

The dressing room is apparently in the same condition as when Miss Ross visited it in June. It consists of 1/4 of a box car, with wheels removed, furnished with wooden lockers, benches and chairs. A clean white curtain was at the window. No table.

Mr. Erickson said that the women do not wash in the cars-they bring in water in their pails and wash. Hot water is obtainable in the yards all the year round. Mr. Erickson said that there was no rule against the women washing in the Pullman coaches, but he did not think the Supt. of the District "liked it". Mr. L. St.J. Sheckler, District Supt., of Minneapolis, who happened to inspecting when the Agent was on the premises said without being questioned that the women were permitted to wash in the coaches.

Mr. Erickson says that the yards on Boom Island are really permanent yards and there has been "some talk" about permanent buildings. Artesian well in the roundhouse furnishes the water on the island-disposal of sewage has to be taken care of by the railroad as the city sewerage system ~~of the city~~ is of course not on the island.

Conditions are bad on the island-the work being isolated and a less desirable class of person at work. The foreman of Great Western is also less supervised. He and his wife have things pretty much to themselves. The ground is fairly high on the island, but disposal of sewage is more or less primitive. Mr. Pace claims that both men and women do not use the toilets that are provided for them. They use the toilets in the coaches. See Memorandum to Series 14 for fuller discussion about toilets.

The Field Agent did not take up the question of putting in running water in the dressing rooms, with the local people. Cold water could be piped, perhaps hot. Hot water however is obtainable in only one place in the yards. Expense is to be considered. As long as the women are permitted to wash in the coaches that washing facility requirement of the State law is apparently met (see Memorandum to Series 7 and 8) With the Administration unwilling at this late date to finance the undertaking, the Agent could not see upon what grounds to argue that the corporate interest should install washing facilities for women. What should take place in the erection of permanent building for both men and women on the island-

The toilet situation is another matter-this affects the health and moral tone of the yards. See Memorandum to series 14.

F.E.Clark

Yard Foreman's Office

Minn. Series # 15

City, Town or Shop: Minneapolis

Division

Railroad: Chicago Great Western 10

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	General clerk	1	0		0	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 1	5	0	8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

$87.50

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:
Mrs. Place, clerk

Date June 10, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

cago, Milwaukee, and St. Paul

(86-98)

91

Rough check - Mrs.

INSPECTION SHEETS Ross

Chicago Series

CHICAGO, MILWAUKEE & ST. PAUL

R.R. No.	Series No.	Occupation		Address
1	(86)	Clerk	Asst. Fed. Auditor	Gen. Off., Fullerton Ave. Chic.
2	(87)	Clerk	Statistician, Frt. Receipts	" "
3	(88)	Clerk	Asst. Auditor	Car Account. Off. Gen. Off.
4	(89)	Clerk (list)	Frt. Auditor	Gen. Off.
5	(90)	Clerk	Asst. Fed. Auditor	Paymaster's Off., Gen. Off.
6	(91)	Clerk	Asst. Fed. Auditor	Ticket Aud. Off., Gen. Off.
7	(92)	Clerk (list)	Aud. of Expenditures	Lytoon Bldg.
8	(93)	Messenger Clerk	Fed. Auditor	Gen. Off.
9	(94)	Clerk	Cleaning Yards	
10	(95)	Clerk		Gen. Off.
11	(96)	Laundress		
12	(97)	Cleaner	C M & St. P. Cleaning Yards	
13	(98)	Nurse		Gen. Off. Fullerton Ave.
14	(99)	Clerks		Frt. Claim Dept. (Letter)

omitted fr. Rough sheets two

Chicago Series # 97

...eaning yards ... Shop ... Division ... Railroad

...ago ... C M and St. P

12

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Cleaners Inside	94		25 %	Inside 44 Outside 67	
5						

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7	30 min.	5:30		10	10	70	70

Every third Sunday off. Sunday straight time.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Addendum to Supplement No. 4.	Present
Women 20 ¢		32 ¢ x 10 x 29	92.80
Men			
Inside 23 ¢		35 ¢	
Outside 24 1/2 ¢		36 1/2 ¢	

Nationality:

Polish, Hungarian, Russian, Negro

Union Membership

no

Names & positions of persons interviewed:

Mr. Dulin, Yard Foreman

Date June 7, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 97

C M and St. P 12

Cleaning Yards

-1-

The C M and St. P runs its own sleeping cars, and much of the cleaning of these cars is done in Chicago. The yards are large and are very wide, have board or brick walks between the cleaning tracks, and are kept unusually clean.

With the exception of three or four women whose partners are men, the others work in teams of two, who clean one sleeper thoroughly in five hours. Some cars require less time, according to the the length of the trip made, but the through trains, cleaned thoroughly require five hours or longer. The women do only inside work, as high up as the headlining, which is cleaned by the men. Men do the vacuuming and blowing.

-2-

The women have been well cared for here. Two rooms with wooden lockers, wash stands, tables, and benches are provided for the white women, and another room, similarly furnished for the colored women. Off one room is the white women's toilet, three compartments, screened. This is dark, since it has been partitioned from the colored women's section, which contains one window. However, the partition does not extend all the way to the ceiling, and thus the room gets plenty of air. The rooms are in charge of one colored woman, who does only this work. They were clean and tidy. They are heated by steam. The pipes were so arranged in the colored women's room as to make it possible to heat food. Agent called the attention of the foreman to this point, and he said that he would see that such an arrangement of the pipes were made in the other rooms. These quarters are located in a long coach shed. Plans are being made to erect another building for the use of the women cleaners, Mr. Dulin said. Mr. Dulin is a young, progressive, foreman, and is greatly interested to help his employees.

-5-

The cleaners in these yards are not organized. Mr. Dulin said that they had shown no disposition to organize. He said also that he found the colored women much more docile, that when the others threatened to strike, as they had several times, the colored women always stuck to their work.

He has heard nothing of any interpretation which would equalize the women's wages.

7

Office of Assistant Freight Auditor, Fullerton and Southport Avenues Chi. Series # ~~50~~ 86.

City, Town or Shop	Division	Railroad
Chicago	Gen. Offices	Chicago, Milwaukee, and St. Paul # 1

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Stenog.	3	60 %		About 50 ?	Some always
	Typists	11				
	B'keeper	1				
	Clerks	44				
	Head clk.	1				
	Asst. head clk.	1				
	Machine op.	13				
	Sorters and checkers	11				
	Total ------	85				

No. on each shift	HOURS Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30 A.M.	30 min.	5 P.M.		8	8	48	48
			Sat. 1	P.M.				

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — **Order 27** — **Supplement No....** — **Present**

Head clerk	$110 , 8 hours	1 – 135
Asst. Head.	100	1 – 125
Stenog.	40 to 55	1 at 125 (private secretary)
Head "	85	2 " 110 87.50
B'keeper	93	1 – 118
Clerks	40 to 73.70	1 " 95
		1 " 98.70
		66 " 87.50 * — ?
Sorters	25 to 35	11 " 55 to 60

* Three are over 18 years of age.

Nationality: Am.

Union Membership Yes

Names & positions of persons interviewed:
Mr. Anderson, Asst. Freight Auditor
Mr. Porter, Chief Clerk

Date April 9, 1919 **Agent** Helen Ross

Corrected H.R

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.
See general notes for these offices. and memo 4

Office of Statistician, Freight Receipts. Chicago Series # ~~51~~ 87

City, Town or Shop	Division	Railroad
Chicago	General Offices	C M and St. P. # 2

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Comp. Op.	46	About 25%		Total 33	Some always
	Stenog.	5				
	Clerks	32				
	Typists	2				
	Key punch Op.	2				
	Office girl	1				
	total	88				

48 used
see letter attached

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30 A.M.	30 min.	5 P.M.	Sat. 1 P.M.	8	8	48	48

5 minutes recess for clerks at 10:30 A.M. and at 3 P.M.
10 " " " all machine operators, same time.

Night Work: Rotation

Ages of Women on night work

see letter attached.

Wages: Jan. 1. 1918 and hours **Order 27** **Supplement No. 7** **Present**

Comp. Op. $60 to 95.8 "

Clerks 50 to 75
Stenog. 50 to 65
Typists 50 to 60
Key punch op. 40 to 60

1 @	120	
1 @	115	
1 @	95	
7 @	90	
36 @	87.50	
32	87.50 to 100	?
5	87.50 to 90	?
2	87.50	
2	87.50	
1 office girl	55	Total 88

Nationality: Am.

Union Membership Yes

Names & positions of persons interviewed:
Mr. Anderson, Asst. Federal Auditor
Mr. Wright, Chief Statistician.

Date April 9 and 10 **Agent** Helen Ross

Corrected H. R.

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series ~~#97~~ 87

C M and St. P # 2

Office of Statistician.

Memo re wage rates.

Mr. Wright, Chief Statistician, feels very keenly the inequality of service rendered by the clerks who are rated at $87.50. He feels that there should be a greater differential between the rate of the ordinary clerk and the comptometer operator, for instance. The difficulty lies in the fact that all these positions were rated so very low prior to G. O. 27, some paying as low as $35 and $40.

The comptometer operator must go to school, spend several months learning her work and perhaps pay some tuition. The Felt and Tarrent Company of Chicago, a comptometer manufacturing company, conducts a school for operators. The course is from 6 to 8 weeks, and costs $40.

To become an expert operator, a girl must have considerable experience, particularly in such work as is required by the statistical department. Mr. Wright considers that he has not more than four or five really expert comptometer operators. The others can do summation, but much of his wrok requires the figuring of percentages etc. He has only one operator to whom he can trust his more complicated work. To this one, he pays $120.

Mr. Wright thinks that there is a great opportunity for women in comptometer work. He has trained many girls who have left the railroad office for better jobs with other companies of various kinds, and he feels that to be able to hold a good operator, he should pay a higher rate than the $87.50 which is common for the work in railroad offices. He takes the stand that $87.50 is a living wage, and that therefore the ordinary clerk should be paid no less, but he thinks there should be higher pay for the more skilled work in order to encourage training and efficiency.

(Agent intends to visit the Felt and Tarrent School and to collect data regarding training and rates of pay in other than railroad offices.)

For Helen Hill

#87

A-1-19-50M

Form 1357

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

CHICAGO, MILWAUKEE & ST. PAUL RAILROAD

ACCOUNTING DEPARTMENT

J. WELCH, Asst. Federal Auditor
B. A. DOUSMAN, Asst. Federal Auditor
F. E. ALLEN, Auditor of Expenditure
W. W. SCANNEL, Car Accountant

G. J. BUNTING, Federal Auditor

E. A. MURPHY, Asst. Federal Auditor
W. F. DUDLEY, Auditor of Station Accounts
E. A. REYNOLDS, Freight Auditor
O. P. BARRY, Ticket Auditor
W. M. HARVEY, Auditor of Material Accounts

IN REPLY PLEASE REFER TO
FILE 8-4

CHICAGO, October 4, 1919.

OCT 1919

Miss Helen Ross,
Field Agent, Division of Labor,
U.S.Railroad Administration,
Washington, D.C.

Dear Madam:

Referring to your letter to me of September 8th:

I am pleased to furnish you below the information requested by you regarding female employes:

In our Pay Check Bureau we have at the present time 12 female clerk assorters whose compensation is, as follows:

4	Assorters	@ $55.00	per month
3	"	@ $58.00	per month
5	"	@ $60.00	per month
12			

In the Office of Mr. W.F.Wright, Statistician, there are at the present time 36 female employes and stenographers, whose compensation is, as follows:

Total (48)

27	Clerks	@ $87.50	per month
1	Clerk	@ $90.00	" "
1	Clerk	@ $95.00	" "
2	Clerks	@$100.00	" "
31			

3	Stenographers	@ $87.50	per month
2	"	@ $90.00	" "
5			

Yours truly,

W. H. Anderson

WHA/L

Assistant Federal Auditor.

Office of Assistant Federal Auditor, Car Accountant's Office — Chicago Series #88

City, Town or Shop	Division	Railroad
Chicago	General Offices	C M and St. P #3

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Stenog.	1				
	Comp. Op.	2	About 30%		Total 36	Some always
	Clerks	142				
	Sorters	5				
	Office girls	3				
	Filer	1				
	Head clerks	2				
	Asst. Head	3				
		159 Total				

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30 A.M.	30 min.	5 P.M. Sat. 1 P.M.		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours 8 "

$87.50 positions paid from $40 to 60
Others show $25 increase over Jan. 1, 1918.

Office girls are under 18.

Order 27	Supplement No. 7.	Present
31 clerks at $87.50	2 clerks at 90	
1 head " 125	2 office girl 55	
1 " " 100	1 " " 58	
1 asst. head 120	1 filler " 55	
1 " " 105	5 sorters " 55	
1 " " 95		
1 stenog. 105	56	
5 clerks 100	Others 87	
3 " 95		

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:

Mr. Mauch, Acting Chief Clerk

Date April 18, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~32~~ 88

C M and St. P # 3

Office of Car Accountant.

Mr. Mauch cited as the chief instance of inequality of service of the $87.50 positions in his office, that of the car record clerks, each of whom has a book to work on. These books are made up according to roads, and some are much heavier in work than others. The C and N W book, the C B and Q, and the N Y C are the heaviest in the office and can not be split. The girls who work on these books receive the same rate of pay as the others, but they must work much faster, and much harder to complete their work. Formerly these books paid more than the others.

This is an exceedingly crowded office. See general notes.

Office of Freight Auditor

Chicago Series # ~~39~~ 89.

City, Town or Shop	Division	Railroad
Chicago, Fullerton Ave.	Gen. Offices	C M and St. P # 4

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Total ~~324~~ 300 see memo.	✓			241	Some always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30 A.M.	30 min.	5 P.M.					
			Sat. 1 P.M.		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

See memo.

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:

Mr. E. A. Reynolds, Freight Auditor

Date April 10, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~41~~ 89
C M and St. P # 4

Office of Freight Auditor

For a long time, the positions in this ofice have been graded and numbered. On occasion of vacancy, the man qualified who had received the least recent raise was allowed to bid first, seniority also being considered. Mr. Reynolds said that he has found the rulings e seniority of Sup. No. 7 little diffe rent in actual prac- from their old system. Clerks were expected to try for the position above them. ~~No one~~ was allowed to remain for a long time in one position. Consequently clerks were trained in the office for the higher positions. Thisis less true now since the war period, because of the great turnover in offices.

At present, Mr. Reynolds has out of a total of 565 clerks only 240 who have been in the office a year and a half, and only. 415 have been in theoffice less than 2 years.

89 in theoffice now were employed since Jan. 8, 1919. Many more have been hired, but only 89 remain. Since February, the offices have had less difficulty in securing skilled help and in retaining them.

Before General Order No. 27, the turnover was as high as 125 in a month.

Mr. Reynolds interprets Aticle VI of Sup. No. 7 as applying to all office help which is not clerical, such as filers, sorters and the like

Chicago Series # ~~53~~ 89
C M and St. P # 4

Office of Freight Auditor

At $87.50

138 clerks
6 stenographers
20 typists
16 comptometer operators
4 Listing machine operators
5 sorting machine "
5 tabulating " "
19 key punch "
213

At $90.00

6 clerks
4 comptometer operators
2 key punch "
12

At $91.00

1 listing machine operator
1 clerk
2

At $95.00

3 clerks
3 comptometer operators
6

At $100.00

1 head of bureau
1 clerk
1 comptometer operator
1 key punch operator
4

At 110.00

2 clerks

At $125.00

2 clerks
1 stenographer
3

At $135.00

1head of bureau

At $60.00

2 sorters

At $58.00

12 sorters and filers

At $52.50

26 filers and sorters

At $55.00

17 sorters, files, mail clerks.

Tot. 300

Office of Asst. Fed. Auditor, Paymaster's Office — Chicago Series # ~~54~~ 90

City, Town or Shop	Division	Railroad
Chicago	General Offices	C M and St. P # 5

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Stenog.	4			13	Only one stnnog.
	Head clerk	1				until a year ago.
	Clerks	3				
	File clerk	1				
	Total	9				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30 A.M.	30 min.	5 P.M.		8	8	48	48
			Sat. 1 P.M.					

N ight Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No. 7	Present
Head clerk	$85		$110	
Stenog, and other clerks	40 to 60		87.50	
File clerk	$30		55	same

File clerk is under 18.

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:

Mr. Hanson, Assistant Pay master

Date April 10, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Office of Asst. Federal Auditor, Ticket Auditor's office Chicago Series # 91

City, Town or Shop	Division	Railroad
Chicago	Gen. Offices	C M and St. P # 6

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Total	80	About 50 %		80 (including 18 road men.)	Some always
	Clks., stendg. and comp. op	77				
	Mail clks.	3				
	Sorter	1				
	Total	80				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30 A.M.	30 min.	5 P.M.		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours Order 27 Supplement No. 7 Present

8 "

range from $40 to $60.
80
75
70
65
ticket sorter 45
mail clks. 28, 30, 35,

64 clerks at $87.50
2 " " 105.00
1 " " 100.00
3 " " 95.00
5 " " 90.00
1 ticket sorter $70.00
3 mail clerks $53, $55, $60.

80

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Martin, Acting Ticket Auditor

April 10, 1919 Helen Ross
Date Agent

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 91

C M and St. P # 6

At $87.50

1 Bookkeeper
1 Interline report clerk
12 Statement clerks
8 Typists
1 Mileage (scrip) clerk
6 Stock clerks
4 Rate clerks
1 Vending machine sales clerk
11 Comptometer operators
6 Statistical clerks
2 Miscellaneous clerks
1 Pass clerk
6 Ticket checkers
1 Interline ticket checker
1 Report clerk
3 Milk rate clerks

At $105.00

1 Head of typist bureau
1 Mileage (scrip) clerk

At $100.00

1 Statsitical clerk
1 Comptometer operator

At $95.00

1 Stenographer
1 Stock clerk
1 Miscellaneous clerk

At $90.00

1 Typist
1 Stock Clerk
3 Comptometer operators

At $70

1 Ticket sorter

At $60

1 Mail clerk

At $55

1 Mail clerk

At $53

1 mail clerk

ADJUSTMENT RE

No. 92

Working conditions

11. Date of Inspection
USRA-WS No.3

12. Name of Agent.

Ser. 7

City and State	Division	Railroad
Chicago	General Offices	C M and St. P

1. Office, Shop or Platform
Auditor of Expenditures

2. Official in Charge
Mr. W. C. Dorsey
~~Formerly Mr. Allen~~

3. Employee Involved

4. Address-street number if necessary

5. Source:
Inspection

6. Statement of Case:

Office greatly overcrowded; poor ventilation and lighting.

7. Action by Agent:
Report to office.
Interview with Mr. Greer, F. M. by Miss Goldmark and Agent, early in December.
Reinspection, Dec. 17 and 20, 1919

8. If unadjusted, name of next higher official with address:

9. Action by Office:

Matter taken up with F. M.

Adjustment made by rearrangement of office,, see report.

Visit to 7th. Oct. 10 '19. Chicago Helen Ross

10. ... date:
May 20, 1919 (original inspection)

Helen Ross

1

Office of Auditor of Expenditures

Chicago Series # ~~113~~ 92

, Town or Shop — Division — Railroad

Chicago , Lytton Bldg. — C M and St. P # # 7

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	See memo	~~89~~ ✓			~~187~~	
	clerks	89	✓		97	
	messenger	1				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30	12:15 to 12:30	5					
			Sat.	1 P.M.	8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

See memo

46 - 87.50
8 - 90
6 - 95
9 - 100
3 - 105
5 - 110
6 - 115
1 - 120

5 - 125

89
1 - 55 messenger

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Miss Glowenke, Time Clerk
Chief Clerk, and other clerks

Date May 20, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~113~~ 92

C M and St. P # 7

Auditor of Expenditures

This office is located on the 9th floor of the Lytton Building in a room, built to be a furniture display room, according to some of the clerks interviewed, who were explaining to Agent why the room was so poorly ventilated. These clerks had taken up the question of the ventilation with the Board of Health and had been informed that the room had been allowed to be so constructed because of the nature of the use to which it was intended.

The room is long and narrow, on the inside of the building, so that windows are located at either end, with side windows for only a short space at each end. The desks at each end of the room are well lighted, but those in the center, where most of them are placed, get so little day light that it is necessary to keep artificial light on all day. Agent sat for about twenty minutes at one of these desks. The ventilation is so poor that it conduces a head ache in a short time. All of the clerks in this part of the room looked drowsy. Several of them said that they have frequent head aches. The desks are so crowded in this room that the chair of one clerk touches the desk of the clerk behind her, and the aisle space in the middle of the room is so narrow that one must walk sideways.* At the extreme rear of the room the machine section is located. This part of the room is lighted on two sides by large windows. Here most of the girls sat with wraps on because the draught is so great that they are uncomfortably cold.

Agent had been told of this building by the state factory inspector, who said that the state law gave him no authority over an office building, and that the state department could do nothing about it. So far, the Health Department has done nothing. All of the girls in the office signed a petition to Mr. F. E. Allen, Auditor, asking that some effort be made to improve the conditions described. He promised then, about two months ago, to do all possible to make the offices comfortable. This department was brought here from the Fullerton Avenue Office Building, already described as being very crowded, about three months ago.

Wooden cupboards, partitioned so that each clerk had a compartment are stationed around the walls for the wraps. They have no doors.
Ice water filters are provided.

The women have no rest room. Toilet accommodations are provided by the building, one on every other floor for the women. Each toilet room contains four compartments. Several of the clerks said that the accommodations on their floor were so inadequate that they had to go frequently to other floors. The toilets are well equipped, and are kept clean by a matron employed by the building. No medical supplies of any kind are furnished. The matron keeps some supplies, but it is not always easy to find her in the building, one of the girls said.

* Aisles on each side of the room also, not very wide but adequate.

Chicago Series # ~~113~~ 92

C M and ST. P # 7

On May 23, 1919, Agent went to the office of the Federal Auditor to inquire about the possibility of improving the conditions in this office. The Chief Clerk said that the matter was now up before the Chief Engineer, and that they hoped to accomplish something soon.

Federal Auditor, Mr. Bunting, Railway Exchange Building, Chicago.

Chicago Series # ~~113~~ 92
C M and St. P # 7

1	Stenographer	$125.00
1	"	107.50
1	"	105.00
1	"	100.00
1	"	95.00
1	Typist	95.00
1	"	92.50
1	"	90.00
6	"	87.50
1	Head comptometer op.	125.00
1	Asst. Head "	100.00
2	Compt.Op.	100.00
1	" "	96.50
1	" "	95.00
6	" "	90.00
22	" "	87.50
1	Wahl Operator	87.50
1	Bookkeeper	125.00
1	"	122.50
1	"	115.00
1	Ledger clerk	115.00
1	" "	110.00
1	" "	105.00
1	" "	87.50
1	A. F. E. clerk	110.00
1	" " "	100.00
1	" " "	87.50
1	Analysis clerk	125.00
2	Statemnt clerks	110.00
1	" "	120.00
1	" "	115.00
1	Distribution clerk	115.00
1	Operating abstract	112.50
1	Clerk	105.00
1	"	100.00
1	Bill clerk	95.00
1	Index clerk	100.00
1	" "	90.00
2	" "	87.50
1	Paid voucher clerk	95.00
1	Inter road settlement clerk	115.00
2	" " "	87.50

agents

Statistical ICC

ICC ?

Handled jobs ?

1	Fuel voucher clerk	$100.00
11	clerks	87.50
1	messenger	$55.00

90

C M and St. P

Report of conditions in the Office of the Auditor of Expenditures, located on the ninth floor of the Lytton Building, State Street and Jackson Avenue, Chicago.

Inspections made on May 20, and June 7, 1919.

The office of the Auditor of Expenditures was formerly located in the C M and St. P general office building at Fullerton Avenue, and was moved to the Lytton Building about three months ago. The large room on the ninth floor now occupied was designed originally for a furniture display room. This fact probably accounts for the lack of ventilation in the office.

The office room is long and narrow with windows at each end. On the north side which is broken because of the elevator power room located on this side, are several windows at each end, making two light and well ventilated corners one of which is partitioned with glass for the office of the Auditor. One exit on this side opens into a hallway in which there is one window, but the noise from the power room makes it unsatisfactory to secure ventilation through this door. The south side of the room opens into the main hall of the building by two doors.

At both ends of the office, there is plenty of light and ventilation. At the rear where the machine section is located, there is so much air that on cool days, the clerks wear wraps all day. The desks in the center of the room must be lighted entirely by electric lights, and here the air is very bad.

187 clerks work in this office. There are narrow aisles on each side of the room, and another more narrow than these in the center. The desks are placed in solid rows, which are so close together that the clerk's chair touches the desk behind her. Record books and files are stacked wherever any space allows.

Several clerks complained to me of the lack of ventilation in the room, especially in the center. I sat at one of these desks for twenty minutes and had opportunity to know that the clerks were justly complaining of the bad air. All of those working in this part of the room looked sleepy and tired. One clerk said that some of them had a headache every day because of the lack of good air. I learned that shortly after the office was moved into these new quarters, all the women clerks in the office signed a petition to Mr. Allen, Auditor of Expenditures, asking that something be done to alleviate the conditions. Since nothing had been done after two months, some of the clerks reported the situation to the City Health Department, which so far has taken no action. I had learned formerly from the State Factory Inspector that he too had received a complaint from this office concerning ventilation, but that he had no authority under state law to enforce any change here.

On day of second inspection, I talked to Mr. Allen, who said that he had asked the company engineer to investigate the conditions and to make recommendations. An exhaust fan was suggested by Mr. Allen, but the engineer thought this would not help so much as two large oscillating electric fans. Two 16 inch fans have been purchased and will soon be installed. It is thought that with windows open at each end and the doors open on each side, the fans will remove the dead air.

I am dubious of their efficacy, but I shall return to the office to learn what results are obtained.

Chicago, Milwaukee, and Saint Paul, office of Auditor of Expenditures.

Memo re Lytton Building Ventilation

Inspection June 30, 1919

Four oscillating electric fans have been installed in the middle of this office. The air seemed little better to me than on former visits to the office. Mr. Allen, Auditor of Expenditures, in charge of the office, said that he had heard no complaints from the clerks since the fans were installed a few weeks ago.

I spoke to several clerks in the office, each one of whom told me she could see little improvement in the ventilation in the room. One woman said she had to move her desk because she found it impossible to work in the draught caused by the fan. Another said, "It keeps the bad air in motion, and that is all".

187 clerks work in this room.

87 of these are women. Only one toilet room is provided on this floor. It contains four compartments. There is no room for a cot or lounge. Several women spoke of the need of such equipment, saying that in the case of illness, they had no place whatever to go for a short rest.

My judgment of the above plan of ventilation is that it is inadequate. The toilet facilities are inadequate from the standpoint of health and comfort, ~~although~~ The accommodations are hardly within the law, which requires one compartment for every twenty employees.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

JUL 28 1919

Chicago, Milwaukee & St. Paul Railroad

B. A. DOUSMAN, ASSISTANT FEDERAL AUDITOR
F. E. ALLEN, AUDITOR OF EXPENDITURE
C. H. DIETRICH, FREIGHT CLAIM AGENT
W. W. SCANNEL, CAR ACCOUNTANT

Accounting Department

G. J. BUNTING, FEDERAL AUDITOR

W. H. ANDERSON, ASSISTANT FEDERAL AUDITOR
W. F. DUDLEY, AUDITOR OF STATION ACCOUNTS
E. A. REYNOLDS, FREIGHT AUDITOR
O. P. BARRY, TICKET AUDITOR

Chicago, July 21, 1919

IN REPLY PLEASE REFER TO
FILE FEA-X

Re Lighting Bulbs

Miss Helen Ross, Field Agent,

United States Railroad Administration,

Michigamme, Mich.

My dear Miss Ross:

In reply to your favor of the 19th inst. I take pleasure in advising you that the cubic dimensions of my office are as follows:

Cubic feet in entire room	93,096
Less -	
Pillars -	1,044
Net Total -	92,052
Add - *	
Cubic feet in Vault -	330
Total -	92,382

Trusting this will serve your purpose, I am

Yours very truly,

F E Allen
Auditor of Expenditure.

* I do not recall where the vault is, but I judge that the extra space here accounted for can hardly affect our problem.

H. R.

at 250 cu ft space for 368 persons

Auditor of Expenditures
Lytton Building, Chicago

C M and St. P

Interview with Mr. Greer, F. M., Chicago . Dec. 10, 1919

Miss Goldmark and Agent took up the matter of the overcrowding of this office with the new Federal Manager, Mr. Greer.

Mr. Greer said that since the original inspection of this office by Agent in May, the office had been rearranged and had been greatly improved in lighting and ventilation. The employees are now located in two rooms, and the plan is made to take out the partition wall, in order to throw more light into the inside office.

Reinspection, Dec. 17, and 20.

Agent returned to the office of the Auditor of Expenditues and interviewed Mr. T. I. Meyers, the Chief Clerk.

The office has been rearranged to include two rooms, which take up the entire front half of the floor. Many of the employees in the room originally occupied have been moved into the new room, which has much more light and air, being a corner room. The private office of the Auditor has been moved into the new room, and the old partition which was used to form his office in the original room, is about to be removed so that this room will have the added light of that corner. The Typing Bureau has been moved from the rear of the original* room to the front of it and occupies the corner referred to. This location will be further improved with the removal of the office partition.

(* north)

Whereas originally there were 187 employees in the original room, the north room, there are now only 96. 130 employees work in the new room, the south room. Total number of employees ---- 226, including 11 travelling auditors who spend a small percentage of their time in the office. See letter attached.

A new ventilation system is now being worked out for the north room, Mr. Meyers said. Fans are still used in this room, but they are not considered successful. The reduction of the number of employees in this room has greatly improved the conditions.

H. R.

Auditor of Expenditure's Office
Lytton Building, Chicago.
Interview with Mr. Greer
Miss Golden

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

Chicago, Milwaukee & St. Paul Railroad

B. A. DOUSMAN, ASSISTANT FEDERAL AUDITOR
W. C. DORSEY, AUDITOR OF EXPENDITURE
C. H. DIETRICH, FREIGHT CLAIM AGENT
W. W. SCANNEL, CAR ACCOUNTANT

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W. F. DUDLEY, AUDITOR OF STATION ACCOUNTS
E. A. REYNOLDS, FREIGHT AUDITOR
O. P. BARRY, TICKET AUDITOR

Chicago, Ill., Dec. 24, 1919.

IN REPLY PLEASE REFER TO FILE TIM

Miss Helen Ross,
c/o W.S.Carter,
Director Division of Labor,
Washington, D.C.

Dear Madam:-

In reply to your memorandum which you left with my Chief Clerk, Mr. T. I. Myers, on December 20th, relative to the number of employes on the 9th floor of the Lytton Building, which is occupied by the C.M.& St.P.Railroad:

The total number of employes in the office of the Auditor of Expenditure is 226, 130 of which are in the south room, 907, and 96 in the north room, 911.

The number of employes in other departments on the same floor is 24 - Fuel Supervisor's office. This office is located in the north-east corner, Room 917.

The number of employes in the Auditor of Expenditure's office, 226, includes 11 Traveling Accountants, who spend a very small percentage of their time in the office.

Yours very truly,

W. C. Dorsey

Auditor of Expenditure.

TIM CH

Recd Dec 30, 1919
ac

Dec, 31, 1919

Mr. W. C. Dorsey
Auditor of Expenditures
Chicago Milwaukee and Saint Paul R R
Chicago

Dear Mr. Dorsey

I have received your letter of December 24th, giving information concerning the number of clerks in your department, and their location in the offices. I thank you very much for your prompt response to my request.

Sincerely yours,

Field Agent

Please file with

Chicago Series

General Offices, Fullerton and Southport Avenues
Chicago

C M and St. P

Mr G. ~~not~~ stated that these offices were [redacted] remodeled, partitions removed & [redacted] & lighting improved. One of the large rooms was much improved.

Interview with Mr. Greer, F. M. Dec. 10, 1919, by Miss Goldmark and Agent.

At the time that Miss Goldmark and Agent called to see Mr. Greer re lack of ventilation and light in the office of the Auditor of Expenditures, Lytton Building, the subject of the conditions of the offices at Fullerton and Southport Avenues was discussed also.

It was reported to Mr. Greer that the conditions of these offices are very bad in that they are frightfully overcrowded. The question of the large turnover in the office of the Auditor of Freight Receipts was brought up also, and it was suggested that the conditions of work here might have a bearing on the turnover. Mr. Greer said that much of the labor of this office was unskilled. Miss Goldmark made thepoint that the turnover was nevertheless expensive, as is stated by Mr. Reynolds, the Freight Auditor.

Mr. Greer said that the offices had long since outgrown the building at Fullerton and Southport Avenues, and that plans are now being made to enlarge the building at the rear.

It was suggested to Mr. Greer that these plans should include a rest room for the women employees, with some kind of lunch room facilities, the latter being especially needed here on account of the poor accommodations of the neighborhood. The women of this building have a good hospital room, with graduate nurse in attendance, but they need a rest room. Mr. Greer said that this matter would be given attention.

H.R.

Federal Auditor | Chicago Series # 93

City, Town or Shop | Division | Railroad

Chicago Railway Ex. Bldg. | Gen. Offices | C M and St. P # 8

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Stenog.	3			22	
	Gen. Clk.	1				
	Compt. Op.	1				
	File clk.	1				
	Office in Railway Exchange Building.					
	Total	6				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30 A.M.	30 min.	5 P.M.					
			Sat. 1 P.M.		8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours | Order 27 | Supplement No. 7 | Present

Increase of $25 as per Sup. 7

1	Stenographer	$130.00
1	"	110.00
1	"	102;50
1	General clk.	110.00
1	Compt. op.	90.00
1	File clk.	87.50

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr Chief Clerk to Mr. G. J. Bunting, Federal Auditor

Date May 27, 1919 | Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

C M and St. P Cleaning Yards, Office — Chicago Series # ~~148~~ 94

City, Town or Shop — Division — Railroad

Chicago — C M and St. P #9

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	3 ✓			2	
	One woman is Chief Clerk					

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 1	5		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

Chief Clerk	$ 120.00
One clerk	90.00 ✓
One clerk	87.50

Office located on second floor of main building, pleasant and light.

Nationality: Am. — Union Membership: no

Names & positions of persons interviewed:
Chief Clerk
Mr. Dulin, Foreman

Date June 7, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

ADJUSTMENT RE

No. 95

Working conditions

City and State	Division	Railroad
Chicago		C M and St. P 10

1. Office, Shop or Platform
Local Freight Office

2. Official in Charge
Mr. Fesler, Asst. Freight Agent

3. Employee Involved
Women Clerks

4. Address-street number if necessar

5. Source:
Inspection

6. Statement of Case:
A cot should be installed in the women's rest room. Rest room

7. Action by Agent:
Recommended to Mr. Fesler, Asst. Freight Agent that a cot be put in the rest room. Mr. Fesler said he would take up the matter immediately.

8. If unadjusted, name of next higher official with address:
Mr. J.H. Skillen, General Agent, Freight Department

9. Action by Office: Letter to agent by Manager attached herewith. to Mr Fesler
6.28.19 Answered by Nelson W Pierce agent: recom. made & reason to believe cot will be furnished.

10. Statement of Adjustment made and date:

11. Date of Inspection June 13, 1919
USRA-WS No.3

12. Name of Agent Helen Ross

Local Freight Office
City, Town or Shop
Chicago

Division

Chicago Series # ~~157~~ 95
Railroad
C M and St. P #10

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks and stenog.	28 ✓			40	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8	12 to 1	5		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours

Order 27

5	at	$ 87.50
1	"	90.00
6	"	95.00
1	"	93.00
4	"	97.00
5	"	100.00
1	"	102.50
1	"	102.00
2	"	105.00

Supplement No. 7...

1	at	$110.00
1	"	115.00

28 ✓

Present

Rates given show increase of $25 as per Sup. 7.

Nationality:

Am.

Union Membership

~~Yes~~

Names & positions of persons interviewed:

Mr. Fesler, Assistant Agent

Date June 13, 1919

Agent Helen Ross

Corrected H. R

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

VD1U2LTNEMAL

XXXXXXX

June 25,1919.

Mr. Fesler,
Assistant Freight Agent, Chicago, Milwaukee & St. Paul RR,
Fulton & Union Avenues,
Chicago, Ill.

Dear Mr. Fesler:

Miss Helen Ross, field agent of the Women's Service Section, reports to me that she has conferred with you regarding the conditions for women employees at the Local Freight Office. I understand that she recommended that a couch or cot should be installed in the women's rest room. There is apparently room to add the couch to the chairs and table at present supplied.

The strain of work in the local freight office makes it advisable to allow for the use of the couch during luncheon hour and in case of sudden illness.

I understand that you are taking this matter under consideration and sincerely hope that it may be possible for you to make this addition to the comfort of the 24 women employed in this office.

Yours very truly,

PG/HM

Manager, Women's Service Section.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

Chicago, Milwaukee & St. Paul Railroad

Local Freight Office

NELSON W. PIERCE, *Agent*
WM. H. FESLER, *Asst. Agent*
A. J. BERNHARD, *Cashier*

310 North Union Street, *Near Fulton*
"WEST SIDE"
Telephone Monroe 1980

Refer to File No. WHF-6-28.

Chicago, June, 28th, 1919.

Miss Pauline Goldmark, Mgr.
Women's Service Section,
Washington, D. C.

Dear Madam:-

I wish to acknowledge receipt of your favor of June, 25th, relative to the inspection made in this office by Miss Helen Ross, and referring especially to the cot which she would like to have placed in the womens rest room, wish to advise that this was recommended and I have full reason to believe that it will be furnished.

Yours truly,

Nelson Pierce

AGENT.

Chicago Series # ~~157~~ 95

C M and St. P 10

Local Freight Office, Fulton and Union Avenues.

This is an old office building, but well lighted and ventilated with cross ventialtion. The walls are dingy, but are about to be repainted. At one end of the room, is an open case for wraps, arranged so that there is a partition between the wraps of each clerk. The women have a rest room at the other end of the office. The rest room is furnished with chairs and a table. No cot. Adjoining are two toilets, having an outside window. There are three wash stands.

Agent recommended that a cot be installed. Mr. Fesler said that he would take the matter under consideration.

Laundry — Chicago Series 96

City, Town or Shop — Division — Railroad #11

Chicago — C M and St. P

and Receivers

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Body Ironers	4			1 car checker	
	Folders	11			2 clerks	
	Feeders	6			1 porter	
	Shakers	12			3 truckers	
	Checker	1			1 wash man	
	Sorters	4			3 extractors	
	Seamstresses	2			2 helpers	
		40			1 counter	
					14	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7:30	30 min.	5 6 on Saturday		9	10	63	70

Frequently work on Sundays, for five or six hours, paid for whole day's work.

Seamstresses off on Saturday afternoons, and do not work Sundays.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

From $7 to $8 per week for 10 hour day

13	Body Ironers	$2.61 per day	(29¢)	64.38
	Folders	2.48	(27.5¢)	61.16
	Feeders	2.36	(26 ¢)	58.16
11½	Shakers	2.29	(25¢)	56.38
	Checker	2.56	(28¢)	63.04
11½	Sorters	2.14	(23.5¢)	52.72
	Seamstresses	2.61	(29¢)	64.38

(All paid on daily basis)

Nationality: Italian and Polish

Union Membership: no

Names & positions of persons interviewed:

Mr. T. M. Donlon, Mgr. Laundry and Linen Department.
Mr. Kusch, Chief Clerk

Date June 7, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~149~~ 96

C M and St. P # 11

Laundry

In this laundry all the work of the entire system is done. This includes all dining car, sleeping car and other linen. From 27,000 to 30,000 pieces are put out daily from this laundry. The room is long and very narrow, about 25 feet in width, and the work is much too crowded. In spite of this, the workers seemed to get along beautifully, there was no trace of hurry or carelessness; all of them were working at a steady, even gait. The manager of the laundry finds it difficult to get out as much work daily as is necesary, because of the lack of room. He has now as many employees as his space will accomodate. He finds it necessary to work his employees ten hours on Saturday, and frequently until one o'clock on Sundays.

The equipment here is excellent, and far more extensive than that of the I C laundry. This laundry has nine washing machines, four mangles, and other things in proportion. All the machinery is well guarded.

-2-

At present, the women's facilities are being remodeled and enlarged. To a 10 by 12 room formerly used has been added an 18 by 22 room, which will be fitted with wooden lockers, benches, a table etc. There are three toilet compartments, one for the colored women, who do the sorting and counting at one end of the laundry, and the other two for the white women. Only two wash basins are provided. In another addition recently given over to the laundry, the manager expects to arrange a mezzanine floor for the colored women's dressing room, so that the two groups may be kept entirely separately.

-4-

Most of the white women are Italian or Polish. Only a few young women were among them. Some of them have been employed here for many years. There seemed to be an excellent spirit among them.

The company furnished hot coffee every day for lunch at a cost of $3.50 per day. The manager said that the expense was well justified. Sugar is provided by the company also.

The manager said that he found it very hard to secure a good forelady, that he is now looking for one to take the place of one who has recently married.

One train to the coast, the Olympian, carries 6700 pieces of linen for the sleeping cars, and 2400 pieces for the dining car. This train goes out daily.

Chicago Series #98

City, Town or Shop	Division	Railroad
Chicago	Gen. Offices- Fullerton Ave.	C M and St. P #13

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Nurse	1	0			

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 1	5	Sat. 1 P.M.	8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

Not then employed — $90.00

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Miss Hope, nurse
Mr. Anderson, Asst. Federal Auditor

Date May 7, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

D—9-18-50M

F. C. D. 78

UNITED STATES RAILROAD ADMINISTRATION

W. G. McAdoo, Director General of Railroads

Chicago, Milwaukee & St. Paul Railroad

Freight Claim Department

IN REPLY REFER TO CLAIM NO.

99

Chicago, June 30, 1919.

File P-10-1

Miss Helen Ross, Field Agent,
United States Railroad Administration,
Washington, D. C.

Dear Madam:

In accordance with your letter of the 21st inst., I am showing below information asked for by you:

No. Women Employees		Salary
1	at	$121.55
1	"	110.00
1	"	105.00
3	"	100.00
1	"	95.00
1	"	91.00
8	"	90.00
64	"	87.50
3 (2 filling, 1 errand)	"	70.00
83		
159 Male Employees		
Total 242		

(Can' furnish for occ? the information) H.R. See letter attached

Yours truly,

A. Stotsch

Freight Claim Agent.

GWL-d

D—2-19-100M

F. C. D. 78

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

Chicago, Milwaukee & St. Paul Railroad

Freight Claim Department

Chicago, August 11, 1919.

In reply refer to File P-10-1

Miss Helen Ross, Field Agent,
Division of Labor, Women's Service Section,
Washington, D. C.

Dear Madam:

Replying to your letter of the 5th inst:

Two of the positions under $87.50 consist of filing positions and the third an errand position in our dictaphone department. These three positions are occupied by girls seventeen years of age.

use 2 filers @ $7.70

Yours truly,

O H Dutrich

Freight Claim Agent.

GWL-d

August 15, 1919.

Mr. C. H. Dietrich, Freight Claim Agent,
U. S. Railroad Administration,
Chicago, Milwaukee & St. Paul R.R.,
Chicago, Illinois.

Dear Sir:

This will acknowledge receipt of your letter, File P-10-1, with regard to three positions in your Department paying under $87.50.

Miss Ross wishes to thank you for this information.

Yours very truly,

Statistician.

General Auditing Office — Matrons — Table 1

Chicago

RR	Location	Title of Employee	No. of women	Rest Room	Salary	Hours	Day of rest
C+E I	66th & Union	Matron	129	1	$ 80	8	yes
CB+Q	W Jackson	Matron	1074	1	85 50	8	yes
	Fullerton Ave.	Nurse	624	Hospital room only	90	8	yes
CM+St.P.	Lytton Bldg.	none	87	none			
C+NW	Ravenswood	Matron	561	2	90	8	yes
IC	63rd. Street	Matron	453	5	75	8	yes
CRI+P	Hamilton Park / La Salle St.	none / matron	490	~~none~~ 1	—	8	yes
CGW	Grand Central Sta.	none	92	none	—	—	
C+A	Transportation Bldg	none	125	none	—	—	

Stations — matrons. Table 2

	No. matrons.	Room used by	Hours	Lunch	Day of Rest	Salary	
IC Central Station	2	Public Employees on 9 floors.	7A. - 3P. 3P. - 11P.	—	no	55	
La Salle St.	2	Public + 12 employees	7A - 3:30P.	30 min.	Every 2nd Sunday	65	
Union Station	2	Public + 19 Employees	6:45A - 3P. 3P. - 11P.	15 min.	yes (?)	72.50	
Grand Central Station	2	Public	8A - 4P. 4P - 12M.	—	no	Day 90.00 Night 87.50	
Dearborn Station	2	Public	7:30A - 3:30P 3:30P - 11:30P	30 min. 30 min.	no	67.50	
Chicago and Northwestern	6	Public	8 hour shifts covering 24 hours	1 hour	One day off every 5 weeks	Head - 87.50 2 — 77.50 3 — 72.50	One toilet for women clerks
Columbus, Ohio. PRR	3	Public + employees.	6A - 2P. 2P - 10P. 10P - 6A	—	no	67.50	

Other offices - matrons

Table 3

		Matrons	Hours	Day of Rest	Salary	No. of W.	
CB + Q	Local Freight 608 Harrison	1	8	yes	87.50	113	
Santa Fe	Local Freight State & 12th St.	1	8	yes	75	47	
~~C+N.W.~~	~~Office in Terminal~~	~~1~~	~~8~~	~~One in 5 weeks~~	~~72.50~~		~~This is one of 6 matrons employed by the Dept. of Terminals~~
~~N.Y.C. + R.I.~~	~~Office in La Salle St. Station~~	~~1~~	~~8~~	~~yes~~	~~75~~	~~(?~~	

Table 4 Scrubwomen + janitresses.

IC	General offices + Station, 63rd St.	Scrubwomen Janitresses	4 9	8 - 4:30	30 min.	yes	87 50
IC	Central Station	(Called "matrons") Cleaners	3	7A. - 3P.	—	Every third Sunday	2 at 55 1 at 70
N.Y.C+R.I	La Salle St Station	Scrubwomen (offices + station)	33	5:30P-1A. 11P.-7A.		yes	70
	Union Station	Scrubwoman	1	3P.-11P.		yes	72 50
	Dearborn Station	Scrubwomen Janitresses	7 3	8P.-4A. 8:30A.-4:30P		?	58 30 69 50.
C+NW	Northwestern Sta	Station Attd'ts	2	6:30A-3:30P. 3:15P.-12:15A.	1 hr.	One day off in 5 wks.	60 plus receipts from shoe shining.
C+N.W.	Ravenswood Office	Cleaner called "matron"	1	8A - 5P.	1 hr.	yes	65
CB+Q	Local Freight.	Scrubwomen	2	5-6 hours 4 nights a week			$40.

86 to 91

General Offices , Fullerton and Southport Ave. Chicago Series # ~~50~~ to ~~55~~
C M and St. P series
1 to 6

Asst. federal Auditor, Mr. Anderson
Federal Auditor, G. J. Bunting. (not interviewed)

Equipment

These offices are large but very much crowded. The equipment is old, and much of it is inadequate. The desks in most of the offices are so crowded that one would expect the work to suffer in consequence. In some offices, common kitchen tables are used for desks.

Agent saw many comptometer operators using such a table, which requires that the right arm be kept raised in a most uncomfortable position. Some of these operators had dropped desks, especially made for such use. It is the intention, Mr. Anderson said, to furnish these desks to all the clerks who use the machine for any great length of time during the day. However, some of the clerks merely use the machine to run up totals, to save time, and for these it is impracticable to furnish the dropped desk.

No cloak rooms are furnished here either for men or women. The wraps hang in crowded array at one end of the floor, so closely crowded together as to entirely unsanitary. A factory inspector has been here recently to demand that a better arrangement be made immediately in compliance with the state law which requires that sufficient space must be allowed for cloak room so that wraps will not touch each other. One office head immediately orderd coat hangers thinking to put up a rod in order to relieve the crowding, but he received an answer from the store keeper that they were trying to cut down expense and would be unable to furnish the hangers. This Chief Clerk, Mr. Wright, is greatly disturbed about the condition, but said he is unable to do anything.

A women's toilet is on each floor. One woman had complained to clerk that these toilets were in an unsanitary condition. Agent made inspection, and talked to the agent of the building, the nurse in charge, and to several of the clerks, and learned that the difficulties are due to the carelessness of the girls. Occasionally, the rooms have been flooded. A plumber is called immediately and a stoppage has been discovered. The rooms are not up to date in equipment, but they were clean and adequate in provision.

No rest room or lunch room is provided here. It is sadly needed. In this building, 646 women are employed. The offices are located in a neighborhood which is far away from the homes of practically all of the women, and which furnishes only a few very poor places to eat. In consequence, most of the girls bring their lunch or eat ice cream at the corner candy store. Plainly in the present building, there is no room for a rest room. There are rumors that the building may be enlarged.

On the fourth floor, a graduate nurse is in charge of a hospital room, which is well equipped with two cots, wash stands, medical supplies, etc. The nurse, Miss Hope, keeps a card record of each girl who comes to her for any kind of treatment, the nature of the trouble and the treatment given. She has taken an especial interes in the girls who suffered from influenza during the winter. To these and to any others who are run down, she gives hot malted milk in the morning and afternoon. She has an electric mixer in her room, which was purchaes by the clerks with some of the money they had raised for an ambulance.

The plans were about to be completed when the armistice was signed. Miss Hope asked for enough money to install the electric mixer, and to buy malted milk. She weighs weekly those who are underweight on account of illness, and offers advice.

Miss Hope seems to be particularly suited to the work among the girls, and to be very popular with them.

She also supervises the toilets to see that they are kept in a sanitary condition, and she supervises the ventilation of the offices.

Mr. Anderson deplores the fact that they have no better accommodations for the women, and is looking forward to the time when they can get something through the downtown offices. He said that it has been impossible to get any consideration for a request that involves the expenditure of any money whatsoever for equipment.

Mr. Anderson is plainly interested in the work of the women, and entirely sincere. He appealed to us for help along these lines.

Aug. 5, 1919.

Mr. Porter, Chief Clerk to Ass't. Federal Auditor,
Chi. Mil. & St. Paul R.R.,
Fullerton Ave.,
Chicago, Ill.

Dear Sir:

On the occasion of my recent visit to your office you will recall that I secured data concerning the occupation and salary of the women employees. Since we are now making some detailed studies of these points I am writing to ask for a few more details.

In your immediate office I have listed eleven women, assorters and checkers with a range of salary from $55 to $60. Since we are making smaller range groups than this indicates will you be so good as to let me know the exact salary of each of the eleven women. If a change has been made in this number please let me have the salaries of those who are at present employed at this occupation.

From Mr. Wright, the Chief Statistician, I have noted:

32 clerks----------$87.50 to $100
5 stenographers----------$87.50 to $90

May I have the same detailed information for these two groups. Had we anticipated making this detailed study I should have requested this information at the time of my visit. Thanking you for your co-operation, I am

Sincerely yours,

Field Agent.

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INSPECTION SHEETS

Minneapolis Series

CHICAGO, MILWAUKEE & ST. PAUL

R.R. No.	Series No.	Occupation		Address
1	(1)	Clerk	Supt. of Terminal	Minneapolis
2	(2)	Clerk	Div. Accounting Off.	
3	(3)	Sb. Phone Op.		
4	(4)	Clerk		
5	(5)	Clerk	Local Frt. Off.	
6	(6)	Coach Cleaner		Franklin & Cedar Sts.
Pullman #16	(7)	Cleaner	Cleaning Yards	Franklin & Cedar Sts.
#17	(8)	Cleaner	Burlington Cleaning Yds.	

Minn. Series No. # 1 - 5

ADJUSTMENT RE

Toilet facilities

City and State	Division	Railroad
Minneapolis, Minn.		C M and St. P

1. Office, Shop or Platform
Offices in Terminal Bldg. and Local Freight office.

2. Official in Charge
Mr. G. A. Van Dyke, Sup't. of Terminal

3. Employee Involved
Women in above offices

4. Address-street number if necessar

5. Source:
Verbal report of Mr. C. B. Rogers, Ch. System B'd. of Adjustment, C M and StP
2420 Oakland Avenue, Minneapolis.

6. Statement of Case:

Inadequate facilities for women employed in Terminal Bldg.
Need of doors on toilet compartments of the women's room, Local Freight Office, adjacent to station.

June 23.19 Reported by Mr. C. B. Rogers, Ch. System Bd of Adjustment: that carpenter has been ordered to put lock on one toilet compartment, and that 27 keys have been ordered. E.R.C.

7. Action by Agent:
Investigation of conditions, conference with Mr. G. A. Van Dyke, Sup't. of Terminal, report to office with recommendations.

8. If unadjusted, name of next higher official with address:
Mr. J. T. Gillick, G. M. Lines East, Railway Exchange Bldg., Chicago

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection June 9, 1919
USRA-WS No.3

12. Name of Agent.
Helen Ross

Superintendent of Terminal — Minneapolis Series # 1

City, Town or Shop	Division	Railroad
Minneapolis. Minn	Terminal	C M and St. P

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	In office of Superintendent					
	Stenog.	2			2	
	Clerk	1				
	In accounting office					
	Compt. op.	1			6	
	Clks, and stenog.	3				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30	12 to 1	5:30		8	8	45	45
					Sat. 1 P. M.			

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — ~~Order 27~~ Supplement No. 7.. — Present

Office of Sup't.
- 1 stenog. $97.25
- 1 " 95.00
- 1 clerk 90.00

Acting office
- 1 clk. and Stenog. $105.25
- 1 " " " 115.00
- 1 stenog. 90.00 (position now vacant)
- 1 compt. op. 100.00

Nationality: Am.

Union Membership yes

Names & positions of persons interviewed:
Mr. G. A. Van Dyke, Superintendent of Terminal

Date June 9, 1919 **Agent** Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

R 4 - Special Report re toilet facilities.

Division Accounting office

Minn. Series # 2

Town or Shop	Division	Railroad
Minneapolis	River and I. M.	C M and St. P

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Accts.	3				
	Timekeeper	1			10	
	Compt.op.	1				
	Clerk	1				

HOURS

No.on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8:30	12 to 1	5:30	Sat. 1 P.M.	8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours Order 27 Supplement No....7 Present

2	Accts.	$100.00
1	"	120.00
1	Timekeeper	110.00
1	Comp. op,	100.00
1	Clerk	100.00

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Hartz, Division Accountant

June 9, 1919 Agent Helen Ross

S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Minn. Series # 3

Town or Shop	Division	Railroad
Minneapolis	River and I. M.	C M and St. P

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Telephone operators (Switch board)	4	not stated		0	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	8 A.M.	1 1/2 hours	4:30 P.M.					
1	6 A.M.	10 to 12	3 P.M.					
1	10 A.M.	1 1/2 hours	6:30 P.M.					
1	4:30 P.M.	1/2 hour	12 M.N.	same	8	8	56	56

One Sunday off each month.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7... — Present

Chief Operator $80.00
Others 72.50

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Operators.
Mr. Van Dyke, Sup't. of Terminal

Date June 9, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Minn. Series # 4

Town or Shop	Division	Railroad
Minneapolis	River and I. M.	C M and St. P

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
	Legal Dep't.					
4	Stenog.	2				
	Engineeering Dep't.					
	Stenog.	1				
	Clerk	1				
	Trainmaster's Office					
	Stenog.	1				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8:30	12 to 1	5:30	Sat. 1 P.M.	8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours

Order 27 Supplement No. 7.

		Present
Legal Dep't.	1 Stenog.	$105.00
	1 "	100.00
Engineering Dep't.		
	1 "	90.00
	1 Clerk	105.00
Trainmaster's office		
	1 Stenog.	105.00

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Van Dyke, Sup't. of Terminal Clerks

Date: June 9, 1919

Agent: Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

See special report

-4-

These are all light, pleasant offices, not crowded, The equipment is old but adequate.

There seemed to be an especially fine class of women clerks here, and a fine spirit of friendliness among them and their employers.

The B R C has an excellent agreement with the C M and St. P, which Mr. Van Dyke allowed me to read. He said that the agreement is so satisfactory that they hardly know that they have an agreement , and that not a single case of discipline has come up. He takes pains to inform his employees of any contemplated changes, to get their opinions on the subject and to work things out according to their suggestions. This he carries out throughout his work not only with the clerks but with the truckers as well.

A clerk in the service for a year or longer gets one week's vacation with pay; for two years, ten days with pay. The other clerks usually carry the extra work willingly, Mr, Van Dyke said; in fact, they offered to do so.

ocal Freight Office — Minneapolis Series # 5

wn or Shop	Division	Railroad
Minneapolis		C M and St. P

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	8				
	Stenog.	2				
	Comp. op.	1			61	
	Adding machine op.	1				

HOURS

o.on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8	12 to 1	5	0	8	8	48	48

Night Work: Rotation

ges of Women
n night work

ages: Jan.1.1918 and hours

xxxxxxxxxxxxxx		Supplement No. 7.	Present
1 Stenog.	$105.00	1 Asst. abstract clerk	$100.00
1 "	109.00	1 " bill "	113.00
1 Comp. op.	100.00	1 Expense bill "	105.00
1 Adding machine op.	100.00	1 " " "	96.00
		1 Car record clerk	103.00
		1 Statement clerk	105.00
		1 General clerk	100.00
		1 Record and tracing clk.	97.00

ationality: Am.

Union Membership: yes

ames & positions of persons interviewed:

Mr. Fahey, Assistant Freight Agent

ate June 9, 1919 Agent Helen Ross

OMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

2, 4, 9.

Minneapolis Series # 5

C M and St. P

Local Freight Office

-2-

New toilet facilities have recently been provided for the women. The combination rest room and toilet contains racks for wraps, one wash stand, and three compartments to which there are no doors. Individual towels are furnished weekly. No hot water. No cot.
Agent inquired of the girls if they would not prefer to have doors on the toilet compartments, and they said by all means yes.

-4-

This office is an old building, erected 1879, adjacent to the Passenger Station. Except for the cashier's office at the front of the building, the rest of the work is done in one large room, with windows on each side. Unfortunately one side of the room is screened forming an outside aisle. A counter extends along this aisle, having windows for various clerks. The screening extends all the way to the ceiling, it is heavy and cuts out much light and air, and is moreover merely a dust catcher. Mr. Fahey said that he had asked on numerous occasions that this screening be removed. It is necessary to use electric light all day for some of the desks in the center of the room. These are merely shaded lights dropped on cords over the desks. Mr. Fahey said that a new lighting system has been promised.

-9-

Agent went to Mr. Van Dyke immediately after the above inspection and made the following recommendations :

That doors be put on the compartments in the Women's toilet.
That the screening in the office be removed.

Mr. Van Dyke said that the women had told him the toilets did not need doors, but he would see to it immediately that they were furnished.

He said aslo that the present plan is to remove the screening mentioned, when other improvements are made. The office is about to be repainted, and a new lighting system installed.

C M and St. P

Report of investigation of facilities provided for women employed in the offices of the C M and St. P station at Minneapolis.

This investigation was made as a result of a conference with Mr. C. B. Rogers, Chairman System Board of Adjustment, C M and St. P. in Chicago, May 8, 1919.

Investigation made on June 9, 1919.

22 women are employed in the Chicago, Milwaukee, and St. Paul offices of the Minneapolis station. All of the women work on the second and third floors. There is no elevator service in the building.

The only comfort facilities for the women clerks are those provided for the public in the Women's Waiting Rooms. The main room is large, well furnished and well taken care of. Adjoining this is a smaller room, from which opens the toilet room, containing four toilet compartments and two wash stands. Paper towels are provided. This room is narrow and will not accommodate many people at one time.

Employees' Position

The colored woman, in charge of these rooms, who acts as both janitress and matron, said that the toilet is not adequate for the traffic during the busy parts of the day, that frequently the room is overcrowded, and that the clerks are often delayed. She said also that the neighborhood is rough, and that she is frequently bothered with people who come from the factories nearby.

Clerks to whom I talked said that the room is not adequate. They are eager to have a toilet and rest room of their own because of the inconvenience and delay, and also because they do not consider the present arrangement safe. The telephone operators, located on the third floor, are especially inconvenienced since they can not leave their board for more than a few minutes.

Employer's Position.

Mr. G. A. Van Dyke, Superintendent of Terminal, said that the clerks' organization had taken up this matter with him, and that he was endeavoring to secure additional facilities for the women. Formerly only a few women were employed here. For some time, the company has contemplated adding another story to this building, in which event, a rest room and toilet for the women clerks would be provided. It had been suggested that one compartment in the public toilet be locked for the use of the clerks, and that each clerk be provided with a key, but the women were willing to put up with the present inconvenience, with the promise of something better.

One Chief Clerk said that he considered the lack of proper facilities for the women one of the important reasons why it has been difficult to hold women clerks in the offices. Though the salaries are good, he has found it hard to get the class of women clerks he wants.

Station offices, Minneapolis, cont'd.

Findings

The present arrangement for the women's comfort is not agreeable, convenient, or safe.

The public toilet room is hardly adequate for the regular traffic, and is entirely inadequate for the traffic, the neighborhood and the clerks.

The toilet room could be enlarged by the addition of the small waiting room adjoining the main room for women.

Recommendations

Provision should be made for a rest room and adequate toilet facilities for the use of the women clerks.

Until such provision can be made, one of the compartments in the public toilet room should be furnished with a lock, and each clerk provided with a key.

Minn. Series # 6

City, Town or Shop	Division	Railroad
Minneapolis, Franklin and Cedar Streets		C M and St. P 6

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Coach cleaners inside	28			65	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7 A.M.	30 min.	4:30 P.M.	same	9	10	63	70

Women are allowed to go home early on Sunday if they finish their work.

Night Work: Rotation

Ages of Women on night work: No night work

Wages: Jan. 1. 1918 and hours		Order 27	Addendum to Supplement No. 4.	Present
21 1/2	10 hours		33 1/2	33 1/2

Men get the same rate.

9045

Nationality:

American, Polish, Norwegian

Union Membership

Recently organized, Car Cleaners' Union, men and women in same local.

Names & positions of persons interviewed:

Assistant to Mr. Buell, General Foreman
Mrs. Bolt, Matron
Cleaners

Date June 9, 1919

Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Minneapolis Series # 6

C M and St. P

Cleaning Yards*, Franklin and Cedar Streets, Minneapolis

Women do the inside work here, men the outside, though both are at the same rate. This has always been so, the foreman said. Certain coaches are assigned to each woman, who does the same ones regularly. Several women have special duties in all the coaches, for example, two women clean lights all day. One woman cleans only vestibules, toilets, and cuspidors. Another does only wash stands and mirrors. Two women sweep the sleeping cars. No vacuum work is done on the C M and St. P sleepers. Other women wash the woodwork and the windows. Sometimes the woodwork is merely wiped in the coaches here, since the more thorough cleaning is done in the Chicago Yards. One woman cleans eight dining cars every day, besides occasional extras. Other women work two or three to a coach, cleaning the day coaches, that is, scrubbing, wiping woodwork, washing windows and the like. Several men help with this work. Frequently the work on the day coaches is changed so that one woman does not scrub every day.
One woman is employed to take care of the women's room. She also puts on the head dresses in the sleepers, and does mending.

All the women are required to wear unionalls of some kind. Several of them said that they made their own. One woman had a very good style, trousers with suspender top, under which she could wear a waist of thinner material. She said she found this kind much more comfortable than those made entirely of khaki. She had large fine pockets also.

"The women's room" is a small frame building put up especially for this purpose. There are two rooms, one containing wooden lockers and benches. The lockers unfortunately are too short for the clothing to hanf full length, and the women consequently hang their skirts and coats outside. These lockers occupy the center of the room, which is about 12 by 12, leaving little space for the women to dress and have their lunch. They are permitted to eat their lunch in the cars when they choose. Adjoining this room is the toilet and wash room, with concrete floor and drain. There are three screened toilet compartments, and twenty washstands, all excellent equipment, and very nicely kept. High windows on three sides furnish plenty of air. Unfortunately the women have no other place in which to keep their supplies and tools, and the room is therefore very much cluttered, but looked tidy in spite of this.

The women I saw seemed to be above the average cleaner in efficiency. They were pleasant and apparently congenial with each other. They said they had no complaint of any kind except that they find it hard to work every Sunday. On Sundays, they are allowed to rush with their work and to leave early if they finish, but if the trains are late, they must stay.

They have all recently joined the Car Cleaners' Union, which is not associated with the Carmen's order, but is for cleaners alone. The men and women belong to the same local. They said that their foreman had been friendly about this. I did not see Mr. Buell.

* C M and St. P, Rock Island, Soo Line, and Canadian Pacific coaches are cleaned in these yards.

Minn. Series # 7
No._____

ADJUSTMENT RE

Working conditions

City and State	Division	Railroad
Minneapolis		Pullman Co.

16

1. Office, Shop or Platform
C M and St. P Yards

2. Official in Charge
Mr. Mugley, Foreman

3. Employee Involved
8 women cleaners.

4. Address-street number if necessar

5. Source: Inspection

6. Statement of Case:

Very small box car room with no washing facilities for the women. Women allowed to use the toilet facilities for the C M and St. P cleaners, but not their excellent washing facilities.

7. Action by Agent:
Report to office, by Helen Ross.
Office requested F.E.Clark to make reinspection.
F.E.C. made reinspection on 11/21/19-see Memo attached.
F.E.C. talked over situation-with Mr. J.E.Buehl, foreman of the C.M.&St.P.

1. W.S.S. should obtain order from J.H.Foster, Genl. Supt. or from J.T.Gaillick, Fed. Mgr. which could be posted in dressing rooms stating washing and toilet facilities to be used by all cleaners.
2. After order has been obtained, Field Agent should be sent to hold a noon meeting with the women so that the experiment would be launched with the best of feeling.

8. If unadjusted, name of next higher official with address:
J.H.Foster, Genl. ~~Mgr.~~ Supt., Minneapolis, or J.T.Gaillick, Fed. Mgr.Chcgo.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection June 9, 1919
USRA-WS No.3

12. Name of Agent. Helen Ross

Minn. Series #7

Reinspection of Minneapolis Series #7

Town or Shop — Division — Railroad

Minneapolis, Minn.-C.M.&St.P. Yards, Franklin and Cedar Streets. — Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	inside coach cleaners	9	1=18 yrs 1=19 "	2	6	At least 6 yeats ago

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
8	8 A.M.	12 to 1	5 P.M.	yes*	8	10	48 or 56	70 52 ans
1	5 P.M.	20 min. on railroad time	1 A.M.	yes#	8	10	56	70

* Work every other Sunday

\# At her own request works every Sunday.

Night Work: Rotation

Ages of Women on night work: About 39 years old

Wages: Jan.1.1918 and hours	Order 27	Addendum to Supplement No. 4.	New Agreement Present
women 22 1/2¢ men 24 1/2¢		34 1/2¢ 36 1/2¢	45¢*

*Time book shows 45¢; because Pullman holds back some pay cleaners have not yet received a pay on the 45¢ rate. First pay on 45¢ rate will be received Nov. 30th, 1919.

Nationality:

Polish

Colored(2)

Union Membership

All women belonged to Twin City Car Cleaners local until recently. Carmen now claiming jurisdiction-white women are to form separate women's local under carmen. Colored men and women (only 15 in St. Paul and Minneapolis) are going to try to hold original charter.

Names & positions of persons interviewed:

F.A.Muggley, foreman of Pullman Yards.
Minnie Palmer, colored coach cleaner.
J.E.Buehl, foreman of C.M.& St. P. Yards.

Date 11/21/19 — Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum to Reinspection of Minneapolis Series 7.

No. 2-toilet and dressing accomodations.

Since Miss Ross's visit there have been no changes in toilet, washing, and dressing accomodations. When the Field Agent visited the dressing room Mrs. Palmer colored cleaner apologized for its appearance-she said that it was the duty of one of the cleaners to sweep the place before she went home. The Agent asked about the window which was not frosted and had no curtain. A person passing could see the women dressing. Mrs. P. said that there was a white curtain for the window. It had been taken down to be washed and had not been put up. She said that the women usually washed in the wash room in the car now cleaned by the woman who works at night. At times they wash in water which they bring in their buckets to the dressing room. When there is steam in the car the water is hot-from now on steam will be on in the cars, until warm weather arrives. It is with the approval of the foreman that the women wash in the car, where running water is to be had. (The dressing room door does not have a sign "for women".

The Field Agent asked Mr. Muggley if the Pullman had been forbidden to use the washing facilities of the C.M.& St. P. He said no, but "there was always bad blood between Pullman and railroad employees." Nothing had been said lately against the women using the place for washing purposes-they had been asked to use the toilets. But "long time ago the rumor was about that a carforeman had forbid it."

The Field Agent asked Mrs. Palmer how the C.M.&St.P. women treated the Pullman women when they went in to use the toilet. She said they were friendly(The Field Agent had Mrs. P. take her in-in going thru the locker room, there was a friendly exchange of greetings. Mrs. P. is colored and the C.M.& St. P. cleaners are white.) Mrs. P. said that while they had never been told not use the wash basins, they had never been told to do so. They felt sensitive about using the facilities without having a notice to that effect.

Mr. Buehl, the foreman of the C.M.& St. P. was also interviewed by the Agent. He said (and he appeared to mean it) that they had no objections whatsoever for the Pullman to use the washing facilities. The Agent pointed out the women's objections to just going in and suggested that a notice stating that the washing facilties as well as the toilets were to be used by both groups of women should be issued. Mr. Buehl said that Mr. J. H. Foster General Supt., Minneapolis or J.T.Gaillick Federal Manager, Chicago, were the persons to issue the orders.

The arrangement whereby the women wash in the coach appears to the Field Agent as convenient and as satisfactory as a possible arrangement for them to wash in the dressing room of the C.M. & St.P. It appears to meet the requirement of the State Law passed April 1919, sec. 13 which says "every place of employment shall provided, without expense to the employe adequate facilities for washing the hands and face of the employe. Individual towels shall be provided by the employer and the use of towels in common is prohibited." The Field Agent asked Miss Louise Schutz the Supt. of the

Memorandum to Reinspection of Minneapolis Series 7.

of the Women's Dept. of the State if the arrangement whereby the women washed in the coaches met the requirement of the law. Miss Schutz said that if the case should be brought to court, she felt that she (if she asked for other arrangement than the coach arrangement) would lose the case. No definite standards had been worked out as to what "adequate faciltities" means. (In this yards nothing was said about towels. The Women usually use the towels in the Pullmans, without officials permission. The State Dept. apparently has not been around since the passage of the law to see what the employers are doing and there does not appear to have been any educational campaign to teach the employer the requirements of the law.)

If the Manager thinks best that the washing facilities in the C.M.& St,P. dressing room as well as the toilet be used by the Pullman, two steps are necessary. First an order should be requested from either the General Manager or the Federal Manager which could be posted in both dressing rooms, stating that the facilities (other than lockers) were to be used jointly by the two groups of women. Second, after the order has been issued, the Women Service Section should met the two groups of women at the noon hour and talk to them about the arrangement in order that the best of feeling might exist between the two groups. The men would not take the pains to explain the purpose of the order to the women and bad feeling might continue or result. (This occasion might be used to urge the women to use the toilet with sewer connection for all purposes-Mrs. Palmer told the Agent that the women do not take the trouble to go to the dressing room toilet to urinate. They use the toilet in coaches. More and more does the Agent feel that a planned campaign is needed to have both men and women use the facilities provided for them, so that the sanitary condition of the railroad yards may be improved. The campaign should also included suggestions as to maintaining the dressing rooms in better order and making them more attractive.) Will, no forewoman or woman supervisor, much less the women themselves.

Note: The Agent did not take up the question of using the washing facilities by the Pullman women with the General Supt., because she could not understand what action the office had taken. The Manager's letter to her asked that inspection be made to see if the suggested adjustments had been made. There was no correspondence with the reports to show that the W.S.S. had made any suggestion to the Management or the name of any persons with whom the W.S.S. had dealt. The Agent was afraid she might cross wire with any previous attempts and she saw no reason why the first ~~part~~ suggestion (above) should not be handled by correspondence.

Organization.

The inspection revealed again the very grave situation that is developing because of the attitude of the Carmen toward women workers. Not until the shop strike this fall, did the Carmen in the St. Paul-Minneapolis district, claim jurisdiction over car cleaners. Now the Carmen want to claim jurisdiction over car cleaners to increase their economic strength, yet they fail to offer equal opportunity in the Brotherhood to two of the minority groups, the colored men and women, and the white women.

Memorandum to Reinspection of Minneapolis Series 7

Organization.

As the women and men were organized before all men and women car cleaners were together. As they are to be organized, they women will be split up in two groups, neither group having the full protection of the white men car cleaners. In view of the 45¢ rate-a rate which is causing men in the St. Paul-Minneapolis district to apply for work on the railroad in great numbers-the position of the women is not well protected. With the Administration watching them the Carmen will not take any aggressive means to oust the women. But with a Women's Service Section removed, there is every possibility that in some spots there will be an attempt to do so. One woman in another yard said that at the Union meeting some one was ~~talking~~ saying that after the roads went back, the women would not be hired-of course very loose, and indefinite, but suggestive.

Note: It seems to the Field Agent that just as the W.S.S. has cooperated with Mr. Forrester, so it could get in touch with the Carmen officials and talk over the unfairness of the situation with them.

F.E.Clark

...ng Yards C M and St. P, Frahklin and Cedar Streets Minn. Series #7

...on. or Shop Division Railroad

Minneapolis Pullman Company 16

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Cleaners	8		1	10 ?	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	30 min.	5:30 P.M.		9	10	63	70
		Every other Sunday off.						

Night Work: Rotation

Ages of Women on night work None

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

Women 22 1/2¢ — 34 1/2¢

Men 24 1/2¢ — 36 1/2¢ — 86.94

Nationality: Polish, one negro

Union Membership: yes

Names & positions of persons interviewed:
Mr. Mugley, Foreman
Cleaners

Date June 9, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Minn. Series # 7

Pullman Company

Cleaning yards, C M and St. P, Franklin and Cedar Streets, Minneapolis

The women wash the wood work, the windows inside, and the head lining. They do no brass cleaning in these yards. The men do the vacuuming and the blowing. Vestibules are cleaned by men employed by the C M and St. P.

-2-

Less than half of a box car is provided for the women for a lunch room, wash room, and dressing room. The room has full length wooden lockers, and one table, and two benches for furnishings. I inquired where they women washed, and they told me that they brought water in from the yards for this purpose. They use the C M and St. P toilet room, but are not allowed to wash there in spite of the fact that the C M and St. P room has 20 wash-stands for 28 cleaners, and the Pullman cleaners finish their work an hour later. The small box car room is steam heated, but no arrangement is made for heating food.

I talked to Mr. Mugley, foreman, about the condition here, and he said that until two years ago, the women did not have this much. He said also that the Pullman Company had been very slow to conform to any demands of the workers for better conditions of any kind. The C M and St. P furnished what equipment they have. This is evidently the custom in all cleaning yards, that the railroad company furnish the Pullman equipment.

-4-

I talked to the women as they were having their lunch. The colored woman answered practically all of my questions, and seemed to be the leader. The others looked very young, some no more than eighteen.

-9-

These women should either be allowed to use the C M and St. P washroom or some provision be made for them separately where they may have sanitary wash stands with hot water. Their room is not large enough for eight women. A whole car should be devoted to their use.

Minneapolis Series # 8
No._____

ADJUSTMENT RE
Working conditions

City and State
Minneapolis

Division

Railroad
Pullman Co.

17

1. Office, Shop or Platform
Burlington Cleaning Yards

2. Official in Charge
Mr. Erickson, Foreman

3. Employee Involved
Women cleaners 4

4. Address-street number if necessar

5. Source:
Inspection

6. Statement of Case:

Women have a box car dressing room and lunch room with no washing facilities whatever.

7. Action by Agent:
Report to office, by Helen Ross.

11/22/19 Reinspection by Field Agent, F.E.Clark at request of office. Women told Field Agent that they washed in the toilet rooms of the Pullman coaches. Foreman and District Supt. told Agent women were permitted to do so.

8. If unadjusted, name of next higher official with address:

9. Action by Office:
Jan. 6 – Sent to Mr. Johnson

10. Statement of Adjustment made and date:

11. Date of Inspection June 9, 1919
USRA-WS No.3

12. Name of Agent. Helen Ross

ADJUSTMENT RE

Reinspection Minneapolis
No. Series #8

Toilets, violation of state law.

City and State	Division	Railroad
Minneapolis, Minn.		Pullman Co.

1. Office, Shop or Platform
Burlington Yards-4th Ave. North and River

2. Official in Charge
A. Erickson, Pullman foreman
A.J.Johnson, foreman of Burlington Yds

3. Employee Involved
All men and women in the yards

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:
Both men and women use the same toilet-a condition contrary to the State Law, which is quoted in Memorandum. (General Law 1919, Ch. 491, sec. 9)

7. Action by Agent:
11/22/19 Took matter up with Mr. Johnson foreman who said he would ask Supt. power to expend money on toilet for men. Thought matter would be adjusted in 10 days.
Note: Letter should be written to Mr. J. in 10 days to see what work has been done. If no action taken, W.S.S. should take question up with Supt. E.J.Worden, LaCrosse, Wis. or E.P. Bracken, General Manager, Chiacgo, or Mr. Burnham, Fed. Mgr. Chicago.

8. If unadjusted, name of next higher official with address: Worden, LaCrosse

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Nov. 22, 1919
USRA-WS No.3

12. Name of Agent. ~~Florence Clark~~

Reinspection of Minneapolis
Series #8

Town or Shop	Division	Railroad
Minneapolis, Minn.-Cleaning Yards,	4th Ave. North and River (Mississippi)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	inside car cleaners	4	0	2	2	Before the War

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct. 1918
4	8.30 A.M.*	12 to 12.30	5 P.M.	yes- every other Sunday off	8	10	48 and 56	70

Mr. Sheckler, District Supt. called attention of Agent to late starting which is contrary to New Wage Agreement, asking whether it was permissable. He said coaches came into yard late and if the cleaners started earlier they would have to sit around idle. Agent said she did not know but she thought that this might be left to local agreement between Management and workers, the workers having the right to insist on the 8 A.M. starting.

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours	Order 27	Addendum to Supplement No. 4	New Wage Agreement Present
women 22 1/2¢		34 1/2¢	45¢*
men 26¢		38¢	

* Will receive first pay on new rate of 45¢ on Nov. 30th-Pullman Co. keeps some wages back, hence these cleaners have not received the new rate as early as some others on other roads.

Nationality:

Hungarian(1), Polish(1), Negro(2)

Union Membership

Twin City Car Cleaners Union(4) now being broken up, white women to be transferred into Carmen's women's local.

Names & positions of persons interviewed:
A. Erickson, foreman.
A.J.Johnson, foreman of the Chicago Burlington and Quincy.

Date Nov. 22, 1919 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum to Reinspection of Minneapolis Series #8

No. 2.

When Field Agent(F.E.C.) made the inspection the women were apparently housed in the same third of a box as when Miss Ross inspected. The little room however did not contain a table or lockers. The women hang their clothing on hooks and sit on benches to eat their lunch. The women keep the place locked during the day(there is no "for women" sign on the door). The women take turns in scrubbing out the place and the room was fairly clean when inspected.

The women say that they wash in the toilet room of the coaches where they clean before coming to the dressing room. At present time there is hot running water in the cars-in the summer there is hot water in the yards which can be taken into the cars. The women made no mention of towels-under the new law individual towels are supposed to be furnished by the employer. No doubt these women as in some other yards, use the towels in the coaches. The men wash in the cars the same as the women-the men's dressing room the same as the women being a place to eat lunches and to change clothes.

The Field Agent was shown the toilet room used by the women off from the boiler room. She asked if the toilet was used by women alone-it had no sign on the door. The cleaner who accompanied the Agent said that the one toilet was used by both yard men and women. Adjoining was a toilet kept locked for the office men(there are no women working in the yards in offices). The Agent talked to the foreman of the Burlington Yards as the Burlington is supposed to furnish the accomodations for Pullman people. She felt convinced that the Cleaners statement was true for while she was talking with the cleaner a man went passed them into the toilet used by the women. Mr. Johnson of the Burlington said that the office men no longer used the other toilet-all men and women in the yards were using the one toilet off from the boiler room. The other toilet had not been repaired because the drain into the river was sunk 40 feet. The yard is on made ground on the banks of the river and the railroad company has had to make its own sewage system. He said that plans had been made for years to put up permanent buildings in the yard, then proper accomodations would be made for both men and women.

The Field Agent showed Mr. Johnson that section of the state law (G.L.1919,ch.491,sec. 9) which says "in all places of employment where five or more persons are employed and are of opposite sex, separate toilets for each sex shall be provided and maintained. Such toilets shall be so marked as to designate plainly and distinctly the sex for whose use they are intended, and no person shall be allowed to use the toilet room assigned to the opposite sex." Mr. Johnson said he would make arrangments to have the men's toilet changed to some outside place (apparently a privy vault overhanging the river's edge) To do this he would have to get permission from the Supt. at LaCrosse, E.J.Worden. He thought the arrangement could be made within 10 days and if the Women's Service Section would write him at that time, he would inform them whether the separate toilet arrangements had been made. He would give the women a key to the inside toilet. Mr. Sheckler, District Supt. of

Memorandum to Reinspection of Minneapolis Series #8.

No. 2.

the Pullman Co. whom the Agent met in the Great Western Yards said that he had understood that one of the toilets in the boiler room was for women and one was for men-he thought that the Railroad had switched the arranagement about so that one of the toilets was set aside for the yard workers and one for the office workers. He said that he was going to check up to see that the women were given a separate toilet as Mr. Johnson had promised the Field Agent.

In regard to the washing facilities in the dressing room. Field Agent(F.E.C.) did not take up the question of having running water installed in the dressing room, with the Management. The women are permitted to wash in the coaches(both the foreman and the District Supt. stated this) and the accomodations are better than any that would be installed in the dressing rooms. The Agent talked over with Miss Shutz, the Supt. of Women's Dept. of the State the question whether the accomodations would met the requirement of the law. She said that no case had been brought into court but she was inclined to think that the courts would decide that the accomodations were adequate under the law, if individual towels were provided. (In addition to wanting to find out the interpretation placed on the law, the Agent wanted to see whether these were cases which the factory dept. would handle should the W.S.S. go out of existence before any contemplated adjustments were made.)

F.E.Clark

In considering the question of requesting running water in the women's dressing room, this fact should be borne in mind-that plans have been drawn up for a permanent building in the yards with accomodations for both men and women, similar to those provided in the permanent Omaha yard. Mr. Johnson said that he had seen the blue prints, and thought the work might be done this coming spring. Mr. Sheckler of the Pullman scoffed at the idea that the permanent building was insight, saying that it had been talked of, but he thought talk was as indefinite as ever.

F.E.C.

Minn. Series # 8

...ng Yards ... Shop ... Division ... Railroad

...eapolis CB+Q Pullman Company 17

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Cleaners	4		2	2	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7 A.M.	12 to 1	5 P.M.		9	10	63	70

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order #27 — Supplement No.... — Present

Women 22 1/2 ¢ — 34 1/2 ¢

Men 26 ¢ — 38 ¢ — 80.73

Nationality: Hungarian, Polish, Negro

Union Membership: yes

Names & positions of persons interviewed:

Mr. Erickson, Foreman

Date June 9, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Minn. Series # 8

Pullman Company

Burlington Yards

Only the Pullman Compnay employes women for cleaning work here. The work of the women is the same here as in the other Pullman Yards. They clean woodwork, inside windows, all metal work, and headlining. For the latter, they use wide low horses.

-2-

A third of a box car is devoted to the use of the women. It contains wooden lockers , a table, and a bench or two. No washing facilities whatever are provided. A sanitary toilet, one compartment, opens from the boiler room in another building.

-4-

Mr. Erickson said that the white and the colored women worked together with no friction.

-9-

Washing facilities should be installed for these women.

January 6, 1920.

Mr. A. J. Johnson, Foreman
Burlington Cleaning Yards,
Pullman Car Lines,
Minneapolis, Minn.

Dear Mr. Johnson:

In a recent report submitted to me, Miss Florence E. Clark, Field Agent, Women's Service Section, stated that the toilet room provided for the car cleaners was used by both yard men and women. Such use is contrary to the provisions of the State Labor Law, which specifies that:

> "In all places of employment where five or more persons are employed and are of opposite sex, separate toilets for each sex shall be provided and maintained. Such toilets shall be so marked as to designate plainly and distinctly the sex for whose use they are intended, and no person shall be allowed to use the toilet room assigned to the opposite sex."

Miss Clark explained to me that she had conferred with you about this matter and that it was your intention to make other arrangements for the women employed at this place. Will you kindly inform me whether separate toilet arrangements have been made and whether the women employees are now provided with a key for their toilet so that it can be kept exclusively for their use?

Yours very truly,

Manager, Women's Service Section.

PG-L

(2802)

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
CHICAGO, BURLINGTON & QUINCY RAILROAD

JAN 13 1920

Minneapolis, Minn.,
January 10th, 1920.

Miss Pauline Goldmark,
Manager, Women's Service Section,
Washington D. C.,

Dear madame:

I am in receipt of your letter of January 6th in regard to Miss Clark's report that the toilet room provided for car cleaners in this yard was being used by both men and women. I beg to inform you that separate toilet arrangements have now been provided for the men and women, and also that the women are provided with a key for their toilet, so that it can be kept exclusively for their use.

Respectfully yours,

J. E. Johnson
Car Foreman.

July 17, 1919.

Mr. G. A. Van Dyke,
Superintendent of Terminal,
Chicago, Minneapolis, & St. Paul R. R.,
Minneapolis, Minn.

Dear Mr. Van Dyke:

Miss Helen Ross, Field Agent of the Women's Service Section, reports to me that she conferred with you regarding the facilities provided for women employees at the Local Freight Office and at the Terminal Building.

She suggested to you, I believe, that improvement should be made in the toilet room of the Freight Office, namely, a door should be provided for the three compartments where the fixtures are located. This seems to me essential to secure proper privacy.

Miss Ross also reports that she conferred with you regarding the removal of the partition which extends along the office and cuts out much light and air, making it necessary to use electric light during the day time at some of the desks located in the center of the room. The removal of this partition would greatly improve the general condition of the room and I understand that you favor the change.

In regard to the Terminal Building toilet facilities, which have apparently been inadequate for the twenty-two women employed in this building, as they have been obliged to use the general facilities of the station, which are over-crowded. I understand that you have given orders that a lock should be put on one of the compartments which is to be reserved for the use of the women employees and keys provided. This is certainly a great improvement over former condition, but it does not entirely meet the situation. It is most desirable that separate toilet and rest room should be supplied for these women, and I hope that this more radical change may be undertaken at no distant time.

I appreciate your co-operation in these matters, and should be glad to hear from you what has been done.

Yours very truly,

PG Manager, Women's Service Section

AFFILIATED WITH
MERICAN FEDERATION OF LABOR

B. ROGERS, GENERAL CHAIRMAN
2420 OAKLAND AVE.
MINNEAPOLIS, MINN.

. A. HART, VICE CHAIRMAN
SOUTHERN DISTRICT
2274 LELAND AVE.
CHICAGO, ILL.

T. J. McBARRON, VICE CHAIRMAN
MIDDLE DISTRICT
280 34TH STREET
MILWAUKEE, WIS.

Brotherhood of Railway Clerks

Freight Handlers and Station Employes

CHICAGO, MILWAUKEE AND ST. PAUL RAILROAD
SYSTEM BOARD OF ADJUSTMENT
(Lines East)

AFFILIATED WITH
RAILWAY EMPLOYES DEPARTMENT
A. F. OF L.

J. W. DEHMER, VICE CHAIRMAN
NORTHERN DISTRICT
1537 POINT DOUGLAS ROAD
ST. PAUL, MINN.

F. J. CLEVELAND
SECRETARY-TREASURER
1008 11TH STREET
MARION, IOWA

Minneapolis, Minn, June 15th, 1919.

Miss Helen Ross,
Women's Service Section,
Department of Labor,
U. S. R. R. Administration,
Washington, D. C.,

My Dear Miss Ross:-

I am very sorry that I did not get to see you while you were in Minneapolis on the 10th. inst., as I was at Marion, Iowa on that date.

I appreciate very much your inspection of the working conditions of the women employed at the C M & St P station here, and feel that the recommendation as to larger toilet facilities for the women will be for the best and will do away with one cause of dissatisfaction among these girls.

Your arrangement for locking one of the compartments in the ladies room and furnishing the girls with keys will be just what our organization requested from the officials during December, 1918, but which was refused.

I have no copy of our C M & St P agreement at hand, except the one I am carrying and which is pretty badly worn out, but am asking the Secretary of the local lodge to mail you one at once and which I trust will reach you in time to be of use to you.

Thanking you for your good offices here and trusting that I will see you in Washington, where I expect to be on Sunday, June 22nd, at the National Hotel, I am,

Yours sincerely,

B Rogers

(Lines East)

Minneapolis, Minn, June 15th, 1919.

Mr. John D. Olson,
Financial Secretary,
St. Anthony Falls Lodge #325,
3124 - 11th. Ave. South,
City.

Dear Sir and Brother:

Will you kindly mail a copy of our working schedule, effective January 1st, 1918, covering the Terminal District to Miss Helen Ross, Field Agent, Women's Service Section, Division of Labor, U. S. R. R. Administration, Washington, D. C.

Miss Ross was in Minneapolis on June 10th, making an inspection of working conditions for women employed by our Railroad, and I regret that I was not in town during her stay here. Miss Ross wrote me advising of action taken in regard to toilet facilities for our girls at the passenger station and asked for copy of our agreement and I am sorry to say that I have none to mail her, therefor will you kindly do this as quickly as possible and oblige.

Kindly furnish me with a half-dozen copies for my own use on the road, if you have them to spare, and oblige.

Sincerely and fraternally yours,

General Chairman.

(48 - 68)

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Rough sheet [illegible]

INSPECTION SHEETS Ross

Chicago Series

CHICAGO & NORTHWESTERN

R.R. No.	Series No.	Occupation		Address
1	(48)	Cleaner	Cleaning Yards	California Ave., Chicago
Pullman #4 R.R.	(49)	Cleaner	C & NW Yards	Chicago
2	(50)	Agent		Ridgeland, Chicago
3	(51)	Agent		Austin Ave. Station
4	(52)	Agent		Lathrop Ave.
5	(53)	Clerk	Aud. of Frt. Acc'ts.	
6	(54)	Clerk	Aud. of Pass. Accts.	Ravenwood
7	(55)	Clerk	Aud. of Frt. Overcharge Claims,	Ravenwood
8	(56)	Clerk	Statistician	Ravenwood
9	(57)	Clerk	Car Accountant	Ravenswood
10	(58)	Asst. to Supv.	Employment Bureau	226 Jackson, W.
11	(59)	Matron	Gen. Off.	Ravenswood
12	(60)	Clerk	Superintendent	Terminal Off.
13	(61)	Clerk	Superintendent	Terminal Off.
14	(62)	Clerk	General Storekeeper	
15	(63)	Upholsterer Seamstress	Car Shops & Cleaning Yards	
16	(64)	Clerk	Federal Auditor	
17	(65)	Clerk	Aud. of Station Accts.	Ry. Exchange Bldg.
18	(66)	Clerk	Disbursements Accts.	" " "
19	(67)	Clerk	Local Freight Off.	526 Kinzie
20	(68)	Clerk	Local Freight Off.	State Street

Council Bluffs Series

1	(69)	Cleaner	Council Bluffs, Iowa.	

Chicago Series # 49

City, Town or Shop: Chicago C & N W yards

Division:

Railroad: Pullman Company 4

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaning coaches	50 ✓		All	35	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day: Present	Per Day: Oct. 1918	Per Wk.: Present	Per Wk.: Oct. 1918
	7:30 A.M.	12 to 12;30	5:30		9	10	54	60

Night Work: Rotation

Ages of Women on night work: No night cleaning done by women

Wages: Jan. 1. 1918 and hours		Order 27	Addendum to Supplement No. 4	Present ✓
Women	21¢		33¢	33¢
Men	26¢		38¢	38¢

Nationality: Colored

Union Membership: yes

Names & positions of persons interviewed:

Mr. Miller, foreman C and N W yards

Clerk to foreman of Pullman Yards, and Pullman storekeeper

Date May 23, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~118~~ 49

Pullman Company # 4

Cleaning yards, California Avenue

These yards are combined with the C and N W cleaning yards.

The women do only inside cleaning. They wipe the woodwork, wash windows, polish brass, dust etc. The men handle the carpets, do the blowing and vacuuming, clean the head lining etc.

-2-

For description of toilets see memo C and N W cleaning yards.

The Pullman cleaners have their dressing room and lunch room in a shed, where each has a metal locker. Two tables and some very old and dilapidated benches constitute the furnishings. Only an iron sink is provided for washing, and this with only one faucet for 50 women. The women heat their food on steam pipes.

See memo, C and N W yards, for plan for new building.

-9-

These cleaners receive 5¢ less on the hour than the men cleaners, and 4¢ less than the C and N W cleaners in the same yards.

The Pullman clerk and storekeeper to whom Agent talked said that they had not heard of Interpretation No. 10.

Chicago Series # ~~117~~ 48
No.

ADJUSTMENT RE

Working conditions

City and State	Division	Railroad
Chicago		C and N W # ~~17~~ 1

1. Office, Shop or Platform
   Cleaning Yards, California Avenue

2. Official in Charge
   Mr. Marsh, General Foreman

3. Employee Involved
   Women Coach cleaners

4. Address-street number if necessar

5. Source:
   Inspection

6. Statement of Case:

   Inadequate dressing room facilities. Excellent toilet rooms.

7. Action by Agent:

   Report to office. Conference with Mr. E. E. Nash, Asst. F. M. June 5, 1919
   Miss Goldmark and Miss Ross.

   Letter to Mr. Nash from Miss Goldmark, recommending changes,
   taken in person to Mr. Nash by Miss Ross.

8. If unadjusted, name of next higher official with address:
   Mr. E. E. Nash, Asst. F.M.

9. Action by Office:

10. Statement of Adjustment made and date:

   see attached letters - Plans by consideration for already room

11. Date of Inspection May 23, 1919 and June 7
   USRA-WS No.3

12. Name of Agent. Helen Ross

Chicago Series # 48

Town or Shop | Division | Railroad

Chicago | | C and N W #1

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Inside cleaners	36		0		
1	Coach cl.	✓				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7:30 A.M.	12 to 12:30	5:30		9	9	54	54
				Every 3rd. Sunday off				

Night Work: Rotation

Ages of Women on night work: No women on night cleaning.

Wages: Jan. 1. 1918 and hours | Order 27 | Addendum to Supplement No. 4 | Int. 10 Present

20 1/2 | 32 1/2 | 37

This change in rate of pay has been made very recently in accord with Interpretation No. 10. The women will receive back pay from Sept. 1, 1918.

96.57

Nationality: Polish, Russian, Hungarian, Irish etc.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Chaplin, C. C. to Car Shop Superintendent
Mr. Miller, Foreman

Date May 23, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~117~~ 48

C and N W # ~~17~~ 1

Cleaning Yards, California Avenue

These are unusually large and well arranged yards. No running tracks are used for cleaning. The yard is in two parts, the upper and lower yard. In both, there are board walks on each side of the tracks where the cars are cleaned. Frequent water connections are placed along these walks. It is unnecessary for the cleaners to cross the running tracks while at their work.

Chicago Series # ~~117~~ 48

C and N W # ~~17~~ 1

Claaning yards, California Avenue

Women in these yards do only inside cleaning. Two men and two women work in one car, the men cleaning above the top of the windows, the vestibules, and doing any heavy work. The women sweep, mop, wipe the wood work below the top of the windows, wash the windows, polish the brass.

In one hour, four people thus clean a car thoroughly. Only the men claan the head lining. This is done about every two or three months.

-2-

An old box car serves for lunch room, dressing room and wash room for the cleaners. Each one has a separate wooden locker. Eight good new wash basins have been installed recently, with hot and cold water connection. The women heat their food on the steam pipes. Two tables and benches constitute the furnishings. The floor is very rough.

Agent made inspection late in the day, when the place was very untidy. The foreman said that the room was scrubbed daily.

Toilet buildings are located in the upper and lower yards, the men's one opening on one side and the women's on the other. The women's side is divided into two parts, one for the colored and the other for the white women. The Pullman cleaners, all of whom are colored , share these toilets with the C and N W cleaners. Agent inspected one of these buildings, which was ina disgustingly dirty condition, resulting, apparently, from the carelessness of the women. The foreman said that a janitor was assigned to the care of the two toilet buildings, and that he was thoroughly discouraged in trying to keep the places clean, especially for the colored women. The toilets have concrete floor, and are thoroughly sanitary and up to date.

-5-

Interpretation No, 10 has just been put into effect in these yards. The foreman was much pleased but feels that the cleaners should all receive a higher rate of pay. Mr. Chaplin, Chief Clerk to Shop Superintendent, said that he understood that a movement is now on foot to increase the rate of pay of the cleaners.

-9-

The women in these yards should have a better lunch and dressing room. There is a plan, the foreman said, for the C and N W and the Pullman Company to combine in putting up a suitable building for the women's use.

Letter to Mr. E. E. Nash re above.

June 18,1919.

Mr. E. E. Nash,
Assistant Federal Manager, Chicago & Northwestern Railroad,
Chicago, Illinois.

Dear Mr. Nash:

I have received your letter of the 16th and note with pleasure that you are giving consideration to improving the conditions for women employed in the coach yards.

I fully understand the obstacles which the Railroads are encountering at present and therefore greatly appreciate your intention of taking up this matter.

Miss Ross, who has just returned to Washington, tells me of her recent interview with you and your more general plans of doing something further for the women employees.

It will of course be a great satisfaction to hear from you further on this point when your plans have more fully matured.

Believe me,

Yours very truly,

PG/HM

Manager, Women's Service Section.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
CHICAGO AND NORTH WESTERN RAILROAD
OFFICE OF FEDERAL MANAGER
CHICAGO

JUN 1 3 1919

S. G. STRICKLAND,
FEDERAL MANAGER
E. E. NASH
ASSISTANT TO FEDERAL MANAGER

June 16th, 1919..

Dear Mrs. Goldmark:-

Your letter of June 10th was handed to me the other day by Miss Ross.

It was very kind of you indeed to present this matter to me, and I wish to assure you that it will be given immediate consideration.

I am sure that you fully appreciate the obstacles that we are encountering at present, yet I am going to take hold of this thing and do the very best I can with it. As soon as something definite has developed I will be pleased indeed to advise you further.

With kind regards.

Yours truly,
E E Nash

Mrs. Pauline Goldmark,
Manager, Women's Section,
U. S. Railroad Administration,
Washington, D. C.

Memo re Interview with Mr. E. E. Nash, Assistant Federal Manager, Chicago and Northwestern R R. June 13, 1919.

Agent took letter from Miss Goldmark re provision of proper rest room and wash room facilities for Coach Cleaners, California Yards, Chicago.

Mr. Nash said that he realized the need as outlined by the letter, and the road was handicapped only by the lack of funds for making such improvement. However, he will look into the matter and will endeavor to secure something better for the women as early as possible.

Mr. Nash said that he is now working on some plan whereby there will be more adequate supervision of the women's work on the entire system. The officials realize, he said, that the women have come into the railroad work to stay. Mr. Nash said he was not yet ready to outline any plan for such supervision but that the matter is under consideration and will probably take definite shape soon.

June 18, 1919.

Mr. E. E. Nash, Assistant Federal Manager,
Chicago & Northwestern Railroad,
Chicago, Illinois.

Dear Mr. Nash:

I have received your letter of the 16th and note with pleasure that you are giving consideration to improving the conditions for women employed in the coach yards.

I fully understand the obstacles which the Railroads are encountering at present and therefore greatly appreciate your intention of taking up this matter.

Miss Ross, who has just returned to Washington, tells me of her recent interview with you, and that you are considering more general plans for the supervision of women's working conditions.

It will of course be a great satisfaction to hear from you further on this point when your plans have more fully matured.

Believe me,

Yours very truly,

Manager, Women's Service Section.

PG-HM

June 10,1919.

Mr. E. E. Nash,
Assistant Federal Manager,
Chicago and Northwestern Railroad,
Chicago, Ill.

Dear Mr. Nash:

According to our understanding at the recent conference in Mr. Strickland's office concerning the conditions of women's work on the Railroads, I am asking Miss Helen Ross to report to you again concerning the Chicago and Northwestern coach cleaning yards.

After consultation with her it appears desirable that substantial changes should be made for the comfort and health of the women employees.

At present 36 women employed as coach cleaners, use for dressing room, wash room and lunch room one box car. This car is steam heated, equipped with excellent wash stands, with wooden lockers which line both sides of the car, and with wooden benches. The tables used formerly have been removed in order to give the women greater room. There are two small windows and one door, all at one end of the car, so that the light is satisfactory only at one end. The other end of the car is very dark when the door is closed. The room is very much congested when the women are changing their clothes and are getting ready to leave the yards. This condition compares unfavorably with accommodations for cleaners found in other places.

Two other cars stand adjacent to this one, the three occupying sufficient space on which to erect a good, permanent building, which could be used for both men and women. Behind the Pullman cleaners' room there is adequate space for such a building.

The cars are unsightly at best, and inadequate in size, light and ventilation for permanent use for so large a number of women. The employment of women as coach cleaners

is likely to be permanent so that accommodations [illegible]

No.2——Mr. E. R. Nash June 10,1919.

It is therefore recommended that a permanent building, adequately equipped with lavatories, individual metal lockers, benches, and tables, with provision for heating food, be put up in the yards for the use of the coach cleaners. Such provision for their comfort would, in my opinion, insure better work on the part of the women. It is indeed an essential requirement in an occupation which requires a change of clothing before the women return to their homes.

I should be glad to learn later what action is to be taken in this matter.

Thanking you for your interest and cooperation, I am,

Yours very truly,

PG/HM Manager, Women's Service Section.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
CHICAGO AND NORTH WESTERN RAILROAD
OFFICE OF FEDERAL MANAGER
CHICAGO

SEP 15 1919

S. G. STRICKLAND
FEDERAL MANAGER
E. E. NASH
ASSISTANT TO FEDERAL MANAGER

September 11, 1919

Dear Miss Goldmark:

Referring to your letter of June 10th and my reply of June 16th, relative to improving facilities used by women employes in our coach yards.

I have had a very thorough investigation made of this matter and as a result have decided to recommend that the work of making proposed changes to better these conditions be included in the budget covering the work to be done in 1920. This recommendation will be made and you may rest assured that we will keep the subject open and do the best we can, all things considered.

Yours truly,

E E Nash

Miss Pauline Goldmark,
Manager, Women's Section,
U. S. R. R. Administration,
Washington, D. C.

September 19, 1919.

FILE

Mr. E. E. Nash, Ass't. to Federal Manager,
Chicago and North Western Railroad,
U. S. Railroad Administration,
Chicago, Illinois.

Dear Sir:

I have received your letter of September 11th, and learn with interest that you have decided to recommend changes to better the conditions of work for women employees in the coach yards.

With many thanks for your kindness in keeping me informed as to this situation, believe me,

Yours very truly,

Manager, Women's Service Section.

COPY

PG-MBL

Form G-77

Chicago Series # ~~49~~ 50

City, Town or Shop	Division	Railroad
Ridgeland , Chicago		Chi. Northwestern #2

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
12	Agent	1	0		0	1909

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7 A.M.	12 to 1	4 P.M.	0	8	10	48	50

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — $57.50 10 "

Order 27 — $77.55

Supplement No.... 7 — Has received no increase under Sup. 13

Present — $77.55

Nationality: Am.

Union Membership No

Names & positions of persons interviewed:

Mrs. Mc Cullough, Agent
Mr. Cook, Agent, River Forest, Ill.

Date April 22, 1919 **Agent** Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~49~~ 50

Chicago and Northwestern # 2

Ridgeland, Ill.

-1-

Mrs. Mc Cullough is agent at this suburban station. No telegraph work.

Her duties consist in selling tickets, making up a ticket report daily, making a daily car report of cars that come in or leave the siding, and give telephone information. She supervises the station to see that it is kept clean.

-2- and -4-

This is a verypleasant small station in a pretty suburb. It has a small office a waiting room, and toilets.

Mrs. Mc Cullough has been at this station for ten years. She has not a great deal of work to do, and during a part of the day, when no trains are passing, she fills her time with sewing. She keeps her sewing machine in the office.

-5-

For December 1918, this agent received $95 in accordance with Sup. 11. Later the accompanying letter was received by the agents, Circular No. 831, and the difference between the old salary and the new one was deducted from the January pay check. Nothing has been heard since from the office concerning a possible change under Supplement No. 13.

-6-

To question, "What are your hours?", Mrs. Mc Cullough answered, "I do not know. I was employed in 1909 to work from 7 until 6, and until about two years ago, I continued with these hours. Then an Interstate Commerce investigator came one day, and said I should work only ten hours, and I was told to consider hours from 6:30 until 4. I have been working on these hours ever since, although I turn in only 8 hours because I was told over the telephone to turn in only 8 hours. No cahnge however has been made in my actual hours. No one has said anything to me about them, so I kept on with the old hours."

-9-

The agent at this station and at the others reported on in Chicago Series Nos. 66 and 67 come under Article VII of Supplement 13, Paragraph (c), I judge, but I wish to raise these questions:

Since these agents have no agreement and no organization, is any other arrangement made whereby they should receive an increase in pay ?
Was it intended by Sup. 13 that these agents should receive an increase?

Should there not be some established number of hours for each station ?

These stations have practically the same duties. The pay differs greatly.

Chicago Series # ~~5~~ 50
Chicago and Northwestern # 2

	Salary
Ridgeland	$77.50
Lathrop Avenue	60.00
Austin Avenue	50.00

The Agent at Ridgeland has to make out a car report. Otherwise the duties are the same. Lathrop Avenue and Austin Avenue stations have exactly the same duties.

The agent, Mr. Cook, at River Forest, a much larger station than any of the above, gets $70.00.

None of these agents has ever seen Supplement 13.

Agent will see Mr. Cowan, Superintendent.

Chicago ~~Series~~ # ~~49~~ 50
Chi and Northwestern # 2

C O P Y

Chicago and Northwestern RR
Circular No. 831

Chicago Jan. 27, 1919

To all concerned :

I am advised by Mr. Walliser that Supplement No. 11 to General Order No. 27 has been cancelled and Supplement No. 13 to General Order No. 27 will be issued to cover.

The amounts granted under Supplement No. 11 on our December rolls will have to be deducted from your first period of January rolls, and the adjustment come later, with the application of Supplement No. 13. which will soon be worked out and you will be advised what rates to apply on the various postions.

Unitl further authorized, report on your pay rolls the amounts to employees previous to the application of Supplement 11.

J. G. Cowan

Chicago Series # ~~49~~ 50

Chicago and Northwestern # 2

C O P Y

Chicago and Northwestern RR

Circular No. 913

Chicago
April 21, 1919

All Agents :

Please refer to my Bulletin No. 410 of November 26, instructing you that effective December first, all station forces except agent operators and Telegraphers were to be put on an eight hour basis.

I find that a number of you are putting in time for ten or more hours.

Please advise on what authority you are disregarding instructions in the above named bulletin and correct your practice in accord with the instructions therein.

J. G. Cowan.

Agent's note:

Mr. Cook of the River Forest station said that at the time named above, he was told to consider his hours from 8 until 4. He replied that such hours would not take care of his passengers who liked to be served in the morning on their way to work. Mr. Cook's present hours are from 6:30 to 6, though he turns in but eight hours.

Chicago Series # ~~66~~ 51

City, Town or Shop	Division	Railroad
Austin Avenue Station, Chicago		C and N W # ~~#~~ 3

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
12	Agent	1 ✓	0		0	November 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7 A.M.	12 to 1	4 P.M.	0	8			48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours | Order 27 | Supplement No.... | Present

$32.50 | $50 | No change under Supplement 13. | $50

Present woman thinks that her predecessor got $32.50 on Jan. 1, 1918. On December first rate was raised to $57.50, but when Sup. 11 was annulled, this raise was cancelled, and the difference taken from her January pay.

See Chicago Series # 65. Ridgeland Station

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:
Mrs. Colford, Agent

Date April 22, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~67~~ 52

City, Town or Shop	Division	Railroad
Chicago, Lathrop Avenue		C and N W #~~5~~ 4

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
12	Agent	1	0		0	1909

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	6:30 A.M.	10:30 to 2 or 3	6 P.M.	0	8	8	48	48

Agent lives near the station, and goes home between busy hours.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No....	Present
$42.50	$60	No change under Sup. 13.	$60

On December first, rate was raised to $67 under Sup 11. When this was annulled, this rate was cancelled, and the difference taken from the January pay.

See Chicago Series # 65, Ridgeland Station.

Nationality	Union Membership
Am.	no

Names & positions of persons interviewed:
Miss Mary Murphy, Agent

Date April 22, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~65, 66, and 67.~~ 50, 51, and 52

C and N W # ~~1, 2, and 3~~ 2, 3 & 4

April 24, 1919

Addendum No. 1

Agent went to see Mr. J. G. Cowan, Galena Division Superintendent, re ratings on these positions.

The positions reported on are all non telegraph agencies, and therefore do not come under Supplement No. 13, which excepts this group.

Mr. Cowan said that he felt that these positions were entitled to increase, and because these agents had no organization, he is making recommendations to the General Superintendent concerning the increases.

Increase recommended are :

Lathrop Avenue	.....	$70.00
Austin Avenue	.....	70.00
Ridgeland	.....	80.00

Mr. Cowan thinks that without doubt these increases will be granted.

Re hours, he said that all of these agents are supposed to work only eight hours, that they have had instructions to that effect.

Chicago Series # ~~69~~ 53
C and N W No. 6 5

ADJUSTMENT RE
Wages

City and State	Division	Railroad
Chicago	Gen. Offices, Ravenswood	C and N W

1. Office, Shop or Platform
Auditor of Freight Accounts

2. Official in Charge
Mr. Clifford

3. Employee Involved
"Junior clerks"

4. Address-street number if necessary

5. Source:
Inspection

6. Statement of Case:
8 checking clerk rated below the minimum.
26 filing clerks rated below the minimum.

See memo.

7. Action by Agent:
Report to office

8. If unadjusted, name of next higher official with address:
Mr. Brandriff, Federal Auditor, 226 West Jackson, Chicago

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection April 25, 1919
USRA-WS No.3

12. Name of Agent Hoben Ross

Washington Office, Chicago to your Interest
Civil Service

...ce of Auditor of Freight Accounts — Chicago Series # ~~69~~ 53

City, Town or Shop	Division	Railroad
Chicago	General Offices	C and N W # ~~6~~ 5

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Total 257 See memo.	252			169	Some always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:10 A.M.	40 min.	4:40 P.M. Sat. 1 P.M.		8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — See memo

Order 27

Supplement No....	Present
172 - 87.50	46 - 50-60
13 - 90	9 - 60 to 70
7 - 95	1 - @70
2 - 105	
2 - 115	
	252

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Clifford, Auditor of Freight Accounts
Miss Carrie Kingsley, Secretary to Mr. Clifford
Mr. Brandriff, Federal Auditor

Date April 25, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~69~~ 53
C and N W # ~~6~~ 5

Office of Auditor of Freight Accounts.

Sup. 7

Rate clerks	20	at $	87.50
	1	"	90.00
Comptometer operators			
	34	at	87.50
	8	"	90.00
	3	"	95.00
	1	"	105.00
Dictaphone operators	1	"	95.00
	2	"	90.00
Stenographers	2	"	95.00
	1	"	105.00
	1	"	112.50
Burroughs Listing Machine Operators			
	5	"	87.50
	1	"	90.00
Typists	35	"	87.50
General clerks	78	"	87.50
	1	"	90.00
	1	"	95.00
Secretary	1	"	115.00

All positions above $87.50 show an increase of $25 over rate of 1/1/18.

Others were rated from $40 to $60. on 1/1/18.

Positions under the minimum listed on next page.

196

Chicago Series # ~~69~~ 53
C and N W # ~~6~~ 5

use letter

Office of Auditor of Freight Accounts.

These positions are listed according to the division to which they belong.

		Salary
	Correction division:	
No. 1	1 girl , filing Interline Way bill corrections	$55.00
2	1 " " " " "	60.00
	(The latter was formerly a clerk at $87.50, but during a reduction of force, she asked for this postion in order to remain in the office. She is 40 years old, and the only one in the group who is above 20.)	
3	1 girl in charge of correspondence files. She also assorts out going mail, collecting all communications to one station.	55.00
4	1 girl, age 18, filing local way bills corrections	70.00
	Tracing Division :	
5	1 girl, age 17, filing tracers for 80% of time, writing off transit way bills for 20%.	55.00
	Reports division :	
6	1 girl, age 17, opening and assorting mail, and assorting reports	52.50
	Filing division :	
7-11	5 girls sorting way bills	52.50
12-31	20 " filing way bills — listed as sorters	52.50 and 55.00
32	1 girl, age 15, sorting mail to send out to agents	55.00
	Interline Accounts division :	
33-~~44~~	5 ----------	60.00
	~~4~~ 1 ----------	58.00
	8 ----------	55.00
	All of these remove carbons from Interline abstracts, and sort them. They also sort division sheets, and correction accounts in order for checking and binding.	
45	1 checking switching abstracts and verifying tracers to find out if way bills have been reported.	58.00
	Revising Division :	
46	1 separating car load reports from car load repoets for revisers, and sorting way bills for special purposes. Age 18,	65.00
47	1 filing correspondence. Age 19	55.00
	This girl until recently corrected weights. This work was taken from her because it was thought to be clerical.	
	Machine division	
48-~~58~~	11 sorting Interline way bills and loading abstracts with carbon for typists	52.50 to 63.50 — ?
	Local accounts division	
59-63	5 sorting and filing abstracts	52.50 - 63.50
	About 50% of filing and 50% of sorting. One of these girls until recently (about April 1) was engaged in checking way bills against abstracts at 63,50, but she has been taken off this work because it is clerical.	

Chicago Series # ~~69~~ 53
C and N W # ~~6~~ 5

Office of Auditor of Freight Accounts.

All the positions on Page 2 show an increase of $25 over the rate of 1/1/18.

63 in this office are rated below the minimum for clerical work.
Of these, 29 are doing only assorting work
24 " " " filing work, way bills, abstracts, corrections etc
2 " " correspondence filing.
5 " " assorting and filing, 50% of each.
2 " opening and assorting mail.
1 is checking. (No. 45.)

The filing of correspondence is a more important and more difficult piece of work than the other filing work mentioned.
Filing and sorting of way bills require about the same care and skill.
No. 45 should clearly be receiving $87.50.
No, 47 and No. 63 have been doing clerical work up until about April 1.

All of these positions have been reported upon to the Assistant General Manager, Mr. Walliser, with recommendations that the positions be given careful study with view to increasing the rate.
Mr. Clifford said that he knew that No. 45 should be rated at $87.50, but he is powerless to make a change without the sanction of Mr. Walliser. He said also that they had decided to take No. 47 and No. 63 off the regular clerical work which they were doing because their work demanded the higher rate.

(I judge that all sorting and filing positions are under consideration by Div. of Labor among the positions of Junior Clerks for a new classification.)

Chicago Series # ~~69~~ 53 - ~~73~~ 57

C and N W # ~~6~~ 5 - ~~10~~ 9

General Offices, Ravenswood Station

These offices are located in a large new building, completed about three years ago. Two wings compose the building, and the plan is to add another wing. Though there are four floors, no elevator service has been installed. In other ways, the building is beautifully equipped. A great deal of new Art Metal furniture has been installed, but much of the old furniture remains.

Each office takes up an entire wing, thus having light from three or four sides. On the fourth floor, the office of the Auditor of Freight Accounts, the light is increased by sky lights, so that all times, no artificial lighting is necessary. On the other floors, central electric lights are used.

On each floor is a women's toilet, each one except that on the first floor, containing eight compartments, ten wash stands. The first floor toilet is half the size of the others. They are finished with marble. Towels (paper) and soap are furnished. A matron takes care of all the toilets. On the fourth floor where more than 300 girls are employed, the toilet is hardly large enough.

On the fourth and second floors are rest rooms for the women. These are in charge of another matron whose duty is to look after girls who are ill, keep the rest rooms in order, and act as a supervisor of the the girls while in the rest room. The rooms are pleasant; furnished with carpets, comfortable rocking chairs, two couches each etc. A complete storeof medical supplies ~~are~~ is in the charge of the matron.

The matron says that she has difficulty with the girls' wanting to congregate in the second floor rest room. She stays in the rest room on the fourth floor and on acco unt of thelack of an elevator, does not go often to the second floor. The girls take advantage of this, she said.

A lunch room is provided fro all employees in the basement. It is furnished with chairs and tables, and is taken care of by the matron who does the cleaning. The offices have different times for their lunch period, because the room is not large enough to accommodate all of the forces at one time. Unfortunately, no arrangement has been made whereby hot food can be prepared. A few girls have a private arrangement wiht the matron to make coffee, paying her for the service. Mr. Clifford said that the company was opposed to having any cooking done in the building. However, an electric hot plate would not prove a nuisance and would be a great comfort to those who do not want to go out to their lunch on a rainy day. Nearby are one or two small lunch room and four blocks away is a Y..M. C. A. cafeteria where many of the clerks go for lunch. Formerly these offices were located downtown where the other general offices are now, 226 West Jackson. At that time, the company furnished luncheon for all it s employees in the building, free of charge. The practice was given up entirely when these offices were moved.

53 - 57

Chicago Series # ~~69~~ - ~~73~~
C and N W # ~~6~~ - ~~10~~
5 - 9

No cloak rooms are provided in this large new building. In each office, a rack with hangers on a rod, and above a shelf with pegs for hats, are arranged for wraps. This means that the wraps hang in the offices and are exposed all day to dust. The wraps hang closely together.

It is to be regretted that a new building should be so arranged.

-4- and -8-

Mr. Clifford thinks that only a small percentage of women clerks are excellent, and he has found it difficult to adjust the person to the position on account of the lack of flexibility since the regulations of Supplement No. 7.

The machine work of this office has been greatly increased sine women came into the work in larger numbers.

Furniture

Mr. Clifford said he was one of the first officials in the town to introduce the comptometer. He soon saw that a different table would be necessary for the work, and had all of the old tables used by the operators altered so that a shelf was cut on the right end to hold the machine. Later, they dicovered that a drop cut in the table leaving space on both sides on whic to place papers would be better, and many of the old tables of this kind are still in use. Then Art Metal furniture of this desrcitption was desigend and purchased. The latest model from the Art Metal Company was made from a design of this office, of which a carbon copy accompanies this report. This table is so arranged that it can be used for typewriter, comptometer, and key punch machine. The tables are placed together in rows so that there is ample space on both sides of the machine on which to place papers, books etc. The dropped space is wide enough for the comptometer operator to shift her machine.
Referring to diagram- the small drawer underneath the dropped space is so arranged to catch the confetti from the key punch machine.

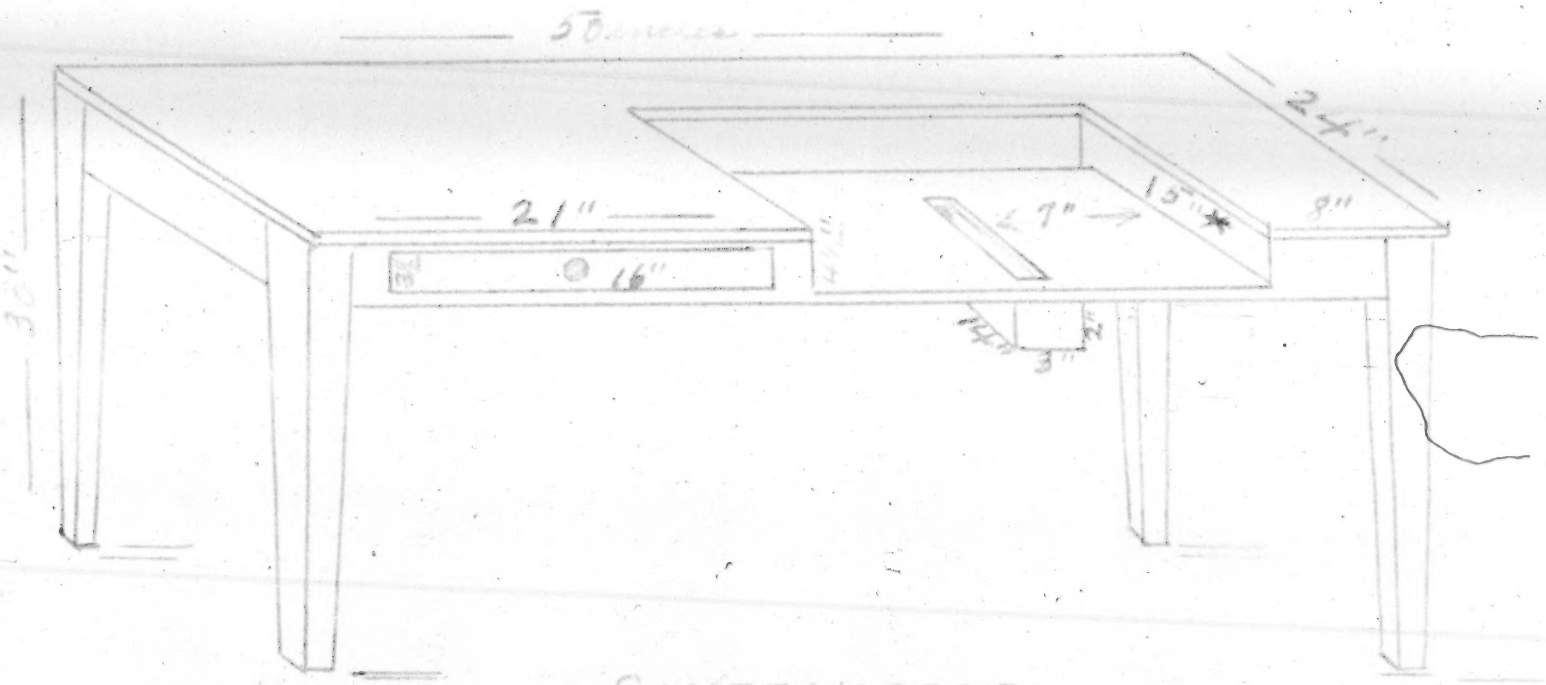
High Art Metal desks are used by the filers and sorters. Most of the chairs furnished have backs. All of them should have.

Required for Use by Statistician.

4 Comptometer Tables, size top 50 X 24, height 30 inches, with space cut in 8 inches from right end 21 X 4½ X 15. Slot cut in bottom 6 X 1½ inches, with drawer directly underneath this opening 3 X 2 X 14 outside measurements; slot to be cut 7 inches from right side of cut-in space, also drawer 16 X 3½ X 18 to the left of opening. Material Steel.

Legs 2¾ in. square at top and 2¼ in. at bottom, as per Diagram below, not drawn to scale.

August 15th, 1917.



COMPTOMETER AND KEY-PUNCHING MACHINE TABLE

#53
C+NW.

276

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

CHICAGO AND NORTH WESTERN RAILROAD

ACCOUNTING DEPARTMENT
CHICAGO

C. D. BRANDRIFF, FEDERAL AUDITOR
C. H. WESTBROOK, ASSISTANT FEDERAL AUDITOR
C. F. BALCH, STATISTICIAN
J. W. BRANCH, AUDITOR STATION ACCOUNTS
B. A. MC MANUS, AUDITOR DISBURSEMENT ACCOUNTS
J. B. SCANLIN, ASST. AUDITOR DISBURSEMENT ACCOUNTS
226 W. JACKSON STREET

J. O. CLIFFORD, AUDITOR FREIGHT ACCOUNTS
J. S. FOX, ASST. AUDITOR FREIGHT ACCOUNTS
E. J. BLOODGOOD, AUDITOR FREIGHT OVERCHARGE CLAIMS
C. E. A. LORENZEN, ASST. AUDITOR FREIGHT OVERCHARGE CLAIMS
W. F. VAN BERGEN, AUDITOR PASSENGER ACCOUNTS
S. M. HIGGINS, ASST. AUDITOR PASSENGER ACCOUNTS
4809 RAVENSWOOD AVE.

7th August 1919.

Miss Helen Ross,
Field Agent, Women's Service Section,
Division of Labor, Washington, D. C.

My Dear Miss Ross:-

I am in receipt of your esteemed favor of the 5th instant, having reference to further information regarding women employed in this office as sorters of interline way-bills and sorters and filers of abstracts.

As your inquiry covers only a portion of the women engaged on the classes of work referred to, I am enclosing herewith an outline of the work performed by all the women in this office who are receiving salaries of less than $87.50 per month, which I trust will give you the information desired. If we can be of further service to you, kindly advise.

Yours very truly,

J. O. Clifford

Auditor Freight Accounts.

Cy- GWN

OUTLINE OF WORK PERFORMED BY WOMEN SORTERS AND FILERS AND SALARIES PAID IN OFFICE OF THE AUDITOR FREIGHT ACCOUNTS, CHICAGO AND NORTH WESTERN RAILROAD, August 1, 1919.

Sorting and sending out mail:
1 @ $55.00 - mail clerk
1 @ 52.50 " " "

Sorting and filing Local Abstracts:
1 @ $63.50
1 @ 60.00
2 @ 55.00

Sorting Interline Abstracts:
4 @ $60.00
2 @ 58.00
6 @ 55.00

Sorting Interline Way-bills:
1 @ $63.50
1 @ 60.00
4 @ 58.00
3 @ 55.00

7 Filing Interline Way-bills:
7 @ $55.00
3 @ 52.50

7 Filing Local Way-bills:
2 @ $55.00
8 @ 52.50

Sorting way-bills for checking:
4 @ $52.50

Sorting way-bills for special statement:
1 @ $65.00

Sorting and filing Way-bill Corrections:
1 @ $70.00
2 @ 55.00

7 Filing correspondence:
1 @ $55.00

Office of Auditor of Passenger Accts. Chicago Series # ~~70~~ 54

City, Town or Shop	Division	Railroad
Chicago	Gen. Offices, Ravenswood	C and NwW #6

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks etc.	~~64~~ 95 See memo. ✓	96		83	Some always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:10 A.M.	40 min.	4:40 P.M. Sat. 1 P.M.		8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No.... — Present

See memo. ✓

71 - 87.50 ✓
5 - 90. ✓
11 - 95. ✓
3 - 100 ✓
1 - 105 ✓
2 - 110 ✓
1 - 115 ✓

1 - 60 ✓
1 - 65 ✓
Tot. 96 ✓

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Van Bergen, Auditor of Passenger Accts.

Date April 25, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~70~~ 54
C and N W # ~~7~~ 6

Office of Auditor of Passenger Accounts

Sup. 7

Stenographers	1	at	$112.50
	3	"	95.00
	2	"	87.50
Comptometer operators	1	"	105.00
	1	"	100.00
	3	"	95.00
	4	"	90.00
	10	"	87.50
Typists	2	"	95.00
	5	"	87.50
Rate clerks	1	"	100.00
	1	"	110.00
Apportionment clerk	1	"	107.50
General Clerks	1	"	100.00
	3	"	95.00
	1	"	90.00
	54	"	87.50
Positions below the minimum :			
Ticket sorters	1	"	63.50
	1	"	60.00
	96		

All rates above the minimum show an increase of $25 over rate of 1/1/18.

All rates below the minimum were on 1/1/18 from $40 to $60.

6 boys hold positions of ticket sorting rated from $52.50 to $55.

-8-

Mr. Van Bergen feels that he has too many positions at the $87.50 rate. He has found himself greatly handicapped in making promotions because of this prevailing rate. He thinks there should be a sliding scale in order to encourage competition. He thinks that women are too willing to do a routine job, and he looks forward to the future as very difficult because of their lack of interest in learning the whole job of accounting.

Auditor of Freight Overcharge Claims — Chicago Series # ~~74~~ 55

City, Town or Shop	Division	Railroad
Chicago	General Offices Ravenswood	C and N.W. # ~~8~~ 7

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Typists General Clerks Sorting and filing	14 18 ~~6~~ 4 ~~38~~	✓ 36 clerks (claim investigat. ~~37~~ 1 usel		81 total (6 boys filing and sorting)	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:10 A.M.	40 min.	4:50 P.M.	Sat. 1:P.M.	8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No. 7 ... — Present

Typists $50 to 75	3 at $100.00	
	1 " 95.00	
	2 " 90.00 ✓	
	Others 8 " 87.50	
(Claim investigator 82.50 misc.	1 " 107.50 (took man's place)	
General clerks $40 tp $60	All 18 87.50	
Sorters and filers 30 to 33	1 — 60, 2 — 55, 1 — 58 — 55.00 to 58.00	(see letter attached)

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. E. J. Bloodgood, Auditor

Date April 25, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~74~~ 55
C and N W # ~~8~~ 7

Office of Auditor of Overcharge Claims.

Mr. Bloodgood thinks women will not be used extensively in his department except on the machine and routine work because of the great complexity and importance of the claim work. He has tried out only one woman as a claim investigator and he has found her not very successful. He will not try any more women on this work.

Mr. Bloodgood said that the C and N W is reall ya training school for other offices in Chicago, because of the lower wage scale paid by the C and N W. Agent has found the C and N W offices paying a lower scale than most of the other Chicago Offices. Mr. Bloodgood said that the C B and Q and the Rock Island both pay considerably more. He thinks that he could fill an office with men whom he has trained in claim work from other Chicago offices, if the wage rates were uniform.

He thinks that there should be a uniformity of wage on positions of the same character in the same locality as in Chicago.

Positions under the minimum.

2 girls filing claims. All the papers referring to a claim are placed together in a "jacket" which is numbered. These are filed according to number.

4 sorting incoming and outgoing mail.

6 boys are employed in this office for chore work, securing claims by number, carrying messages, and other office work of similar nature.

August 20, 1919.

Mr. E. J. Bloodgood,
Auditor Freight Overcharge Claims,
Chicago & North Western R.R.,
Accounting Department,
Chicago, Ill.

Dear Sir:

At the request of our Field Agent, Miss Ross, I herewith acknowledge with thanks your letter of August 18 with regard to salaries below $87.50.

Yours truly,

Statistician.

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

CHICAGO AND NORTH WESTERN RAILROAD

ACCOUNTING DEPARTMENT
CHICAGO

AUG 20 1919

C. D. BRANDRIFF, FEDERAL AUDITOR
C. H. WESTBROOK, ASSISTANT FEDERAL AUDITOR
C. F. BALCH, STATISTICIAN
J. W. BRANCH, AUDITOR STATION ACCOUNTS
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S. M. HIGGINS, ASST. AUDITOR PASSENGER ACCOUNTS
4809 RAVENSWOOD AVE.

CHICAGO August 18, 1919.

IN REPLY REFER TO A F O C NO.

Miss Helen Ross,
Field Agent, Women's Service Section,
Division of Labor, U.S.RR. Admn.,
Washington, D. C.

Dear Madam:

Replying to your inquiry of August 11th relative to young women employed in this office at salaries below $87.50. Beg to advise that since your visit here there have been some reductions and rearrangement of the working force so that at the present time we only have four young women at less than $87.50. One at $60.00 and one at $55.00 filing claims, and one at $58.00 and one at $55.00 sorting mail. } 4

Yours truly,

Auditor Freight Overcharge Claims.

EJB

Office of Statistician

Chicago Series # ~~72~~ 56

City, Town or Shop	Division	Railroad
Chicago	Gen. Offices, Ravenswood	C and N W # 8

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Comp. Op.	12	50%		1 clerk	
	Typists	3			1 asst. Chief Clerk	
	Key Punch Op.	26				
	Tabulating machine Op.				7 boys on Assorting machines	
		12				
	Clerks	6				
	Total	59				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:10 A.M.	40 min.	4:50 P.M.		8	8	45	45
			Sat. 1 P.M.					

Night Work: Rotation

No stated rest period, but girls are allowed to leave the room morining and afternoon for a few minutes rest.

Ages of Women on night work

Wages: Jan. 1. 1918 and hours

Comp. Op,	70	
	65	
	40 to 50	
Typists	40 to 70	
Clerks	50 to 65	
Key Punch	40 to 65	
~~Tab. Machine~~	~~40 to 60~~	

Order 27

Supplement No. 7...

1	at	$95.00	
2	"	90.00	
Others		87.50	9
1	"	95.00	
Others		87.50	2
3	"	90.00	
Others		87.50	3
6	"	90.00	
Others		87.50	20
All		87.50	12 59

Present

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:

Mr. C. F. Balch, Chief Staistician
Mr. Simons, C. C.

Date April 25, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~72~~ 56

C and N W # 8

Office of Statistician

This office is divided into three rooms, separted by glass, so that the Chief Clerk on a raised platform can supervise the three rooms and inorder to avoid the confusion occasioned by the running of so many machines. Desks are placed with back to Chief Clerk.

-7- and -8-

No substitution took place in this office. Girls have always been employed here. Boys run the assorting machines. Girls have not been tried on this work because of the lifting of the troughs of cards.

It was in this office that the desk diagrammed in Chicago Series # 69 was first designed.

Office of Car Accountant

Chicago Series # ~~75~~ 57

~~City~~, Town or Shop: Chicago

Division: Gen. Offices, Ravenswood

Railroad: C and N W # ~~10~~ 9

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
	Typists	3				
4	Stenog.	6				
	Comp·OP.	8	About 60%		25	Always
	Record Clks.	54				
	Gen. Clks.	23				
	Per diem checkers	4				
	Sorters	18				
	Filer	1				

115

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:10 A.M.	40 min.	4:50 P.M.		8	8	45	45
				Sat. 1 P.M.				

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours

Stenog. $50 tp 75

Typists and Record clerks 40 to 60

Comptometer Op. 40 to 70

General clerks 40 to 65

Order 27

Supplement No....

1	at	$100.00
1	"	95.00
1	"	90.00
3	"	87.50
57 All		87.50
2	"	95.00
1	"	90.00
5 Others		87.50
1	"	90.00
22 ~~Others~~		~~87.50~~

Present

Checkers	~~95.00~~	(4)
~~[illegible]~~	~~87.50~~	
Filer	60.00	(1)
Sorters		
2	at 47.50	-
4	" 55.00	-
10	" 50.00	-

115

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Stern, Car Accountant

Date April 25, 1919

Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series #~~75~~ 57
C and N W #~~10~~ 9

Car Accountant's Office

Positions under the minimum :

1 girl files claims and matches carbons against answers $60.00

All others are engaged in assorting the agents' record of cars, which are cut into strips, one for each car; These are assorted and placed on spindles for the use of the record clerks. The work is exceedingly simple, and requires nothing more than quickness. Mr. Stern prefers to have young girls for this work becau e of their quickness and nimbleness of of fingers.

He thinks it would be ~~wrong~~ a mistake to pay $87.50 for this work if the higher skilled clerical work is kept at that minimum.

The rating of the file clerk is questioned. Should she not get the $87.50 ?

Employment Bureau

Chicago Series # ~~74~~ 58

City, Town or Shop: Chicago

Division: General Offices, 226 West Jackson, C and N W # 10

Railroad:

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Assistant to Supervisor of Employment Bureau				Supervisor	September, 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 AM	12 to 1	5 P.M.	Sat. 1 P.M.	8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

Sept. 1918 $105.00 — $115.00

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. Nash, Asst. Federal Manager

Mrs. Grace Henderson, Asst. to Supervisor of Employment Bureau.

Date: April 24, 1919

Agent: Helen Ross

Chicago Series # ~~74~~ 58
C and N W # 10

The C and N W established an Employment Bureau last September to assist the various departments to secure labor during the trying conditions of labor shortage.

Mr. Griswold is the Supervisor. Mrs. Henderson was first employed as a stenographer, but she soon became his assistant in the regular work of the bureau.

This bureau receives applicants for all kinds of positions on the system for any division or for general offices. Mr. Griswold or Mrs. Henderson meet all applicants, and request application cards from those who give promise. A sample of the card is hereto attached. Mrs. Henderson helped to formulate the card.

These cards are filed accoring to occupation applied for. The following heads are used :

Accountants
Baggage men
Bill clerks
Bookkeepers
Brakemen
  Freight
  Passenger
Car record clerks
Chemists
Claim clerks
General clerks
Disbursement clerks
Draughtsmen
Electricians
Engineering clerks
File clerks
Firemen
Freight clerks
Junior clerks
Material inspectors
Machinists
Miscellaneous
Office boys
Painters
Passenger account clerks
Pay roll clerks
Purchasing department clerks
Rodmen and tapemen
Station agents
Stenographers
Stock clerks
Switchmen
Telegraph operators
Ticket clerks
Timekeepers
Typists
Yard clerks

Chicago Series # ~~74~~ 58
C and N W # 10

Departments are not required to apply to the bureau for applicants for their vacancies, but they are requestedto use the bureau as often as it seems feasible, and they are asked to send in a monthly report to the bureau of the open positions. Form E. B. 1
These departments report the positions filled on Form E B -2.
Form E B -3 was sent to the U. S. Employment Agency during the critical labor time in the fall.

No records of previous service are kept in this office. The bureau merely sends the applicant to the head of the department in need. The applicant may be rejected by him. He requires the usual records, which are kept in that department.

From Septmeber 10 to October 25, 133 positions were filled by the Bureau.
" October 25 to November 25 , 130
" December 30 to January 30, 51
" February 21 to March 21. 58
" March 21 to April 21 44

The returned soldier does not go through this office.

Mrs. Henderson feels that the Bureau would be of far greater service if the departments could be made to rely upon it for their help.

Agent has talked to heads of several departments since the interview with Mrs. Henderson. They seem to be fairly evenly divided in their opinion of the advantages of the Bureau. Some say that they much prefer to do their own securing of applicants. Many offices have a large application list.

Agent inquired of Mrs. Henderson if an occupation analysis would be of advantage in their work. She thinks that it would be a great aid.

Mrs. Henderson was formerly engaged by a large real estate firm in the west. where she had charge of the office for five years, and frequently had to act as manager of the firm. She had had only three months experience in a railroad office, and found that she had much to learn about railroad work before she could be of great assistance in this work. Mr. Nash thinks that she has done excellent work.

June 13, 1919.

Conference with Mr. Nash Asst. F. M.

Mr. Nash said that they are now trying the method of referring all vacancies to the Employment Bureau. This will give the Bureau an opportunity to function much more extensively than before.

Later I saw Mrs. Henderson who said that this month will show three times as many vacancies filled throuhg the Bureau than last month. She is much encouraged over the new method of handling vacancies.

Chicago Series # ~~75~~ 59

City, Town or Shop	Division	Railroad
Chicago	Gen. Offices, Ravenswood	C and N W # ~~12~~ 11

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matron ✓	2	0	0		

1. One woman has charge of the Rest Rooms, doing no cleaning. She takes care of the girls who are ill, and acts in a supervisory capacity.
2. The other cleans the toilets and looks after the lunch room, all cleaning work.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	1 hour	5 P.M.		8	8	45	45
			Sat. 1 P.M.					

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

1. $65.00 — $90.00
2. 40.00 — 65.00 ✓

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Matron
Miss Kingsley, Secretary to Auditor of Freight Accounts

Date: April 25, 1919

Agent: Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Office of Superintendent

Chicago Series # 60

City, Town or Shop	Division	Railroad
Chicago Terminal Offices	Galena	C and N W # 12

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	4	0			Some always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 AM	12 to 1	5 P.M.		8	8 1/2	48	51

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No. 7	Present
$85.00	9 hours		$110.00	
77.50			$102.50	
65.00			90.00	
75.00			100.00	

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. J. C. Cowan, Superintendent

Mr. A. M. Peck, Chief Clerk

Date April 26, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

4

4

Offices of the Galena Division C and N W

(not visited)

Information furnished by Chief Clerk to Superintendent of Galena Division.

Wood Street Station, April 25, 1919.

File: S-31364.

WOOD STREET STATION
DECEMBER 1 9 1 7

NO.	TITLE	SALARY	PER DAY	PER WEEK	HOURS WORKED	LUNCH	AGE
1	Gen Clerk	$95.00	9 Hours	54 Hours	8:00 AM to 6:00 PM	12-1 PM	Over 21 Yrs.
2	" "	84.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	Comptometer Operator	65.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Under21 "
2	"	71.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Over 21 "
2	"	73.50	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	"	71.00	9 "	54 "	8:00 AM to 6:00PM	12-1 PM	Under21 "
2	Gen. Clerks	73.50	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Over 21 "
1	" "	73.50	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Under21 "
1	Tel.Operator	69.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Over 21 "
1	Gen. Clerk	67.00	9 "	54 "	6:00 PM to 4:00 AM	12-1 AM	Under21 "
2	" "	62.50	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	" "	65.00	9 "	54 "	10:00 PM to 8:00 AM	1AM-2AM	Over 21 "
7	Typists	107.50	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
2	"	107.50	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	"	102.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
3	"	97.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	1 " 21 "
							2 under21 "
1	"	91.50	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	Over 21 "
1	"	86.50	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	Under21 "
3	"	81.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
3	"	76.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
2	"	50.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
(1 Typist worked Sunday)			9 "		8:00 AM to 6:00 PM	12-1 PM	Over 21 "
(1 Telephone Operator, 2 Sundays each month)		69.00	9 "		8:00 AM to 6:00 PM	12-1 PM	" 21 "

WOOD STREET STATION
JANUARY 1,1 9 1 8
GENERAL ORDER NO.27

1	Gen. Clerk	$112.70	9 Hours	54 Hours	8:00 AM to 6:00 PM	12-1 PM	Over 21 Yrs.
2	" "	101.52	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	" "	84.60	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
2	Comptometer Operators	84.60	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	1 " 21 "
							1 under21 "
1	"	84.60	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Over 21 "
1	Gen. Clerk	65.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Under21 "
1	" "	74.73	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	Comptometer Operator	94.47	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Over 21 "
1	"	91.65	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Under21 "
1	Tel. Operator	91.65	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Over 21 "
1	Gen. Clerk	74.73	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Under21 "
1	Comptometer Operator	81.78	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	Gen. Clerk	81.78	9 "	54 "	6:00 PM to 4:00 AM	12-1 AM	" 21 "
1	" "	81.78	9 "	54 "	10:00 PM to 8:00 AM	1AM-2 AM	Over 21 "
7	Typists	127.50	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
4	"	123.25	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	3 " 21 "
							1 under21 "
4	"	119.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	3 " 21 "
							1 over 21 "
1	"	101.52	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	under21 "
2	"	112.70	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
2	"	105.75	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
2	"	84.60	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
1	"	84.60	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
(1 Typist worked Sunday)			9 "		8:00 AM to 6:00 PM	12-1 PM	Over 21
(1 Telephone Operator worked 2 Sundays each month)		91.65	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" "

WOOD STREET STATION
SEPTEMBER 1, 1918
SUPPLEMENT NO. 7 to GENERAL ORDER NO.27

NO.	TITLE	SALARY	PER DAY	PER WEEK	HOURS WORKED	LUNCH	AGE
1	Gen. Clerk	$120.00	9 Hours	54 Hours	8:00 AM to 6:00 PM	12-1 PM	Over 21 years
2	" "	120.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	Stenographer	115.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
5	Gen. Clerks	109.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	2 " 21 "
							3 under 21 "
1	Comp.Operator	109.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Over 21 "
1	Gen. Clerk	101.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Under 21 "
1	Tel.Operator	101.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Over 21 "
1	Gen. Clerk	98.50	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
3	Comp.Operators	98.50	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	2 over 21 "
							1 under 21 "
1	Gen. Clerk	94.00	9 "	54 "	10:00 PM to 8:00 AM	12PM-1 AM	Under 21 "
1	" "	90.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	Comp. Operator	90.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	Gen. Clerk	90.00	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	" 21 "
1	" "	90.00	9 "	54 "	6:00 PM to 4:00 AM	12-1 AM	Over 21 "
1	" "	87.50	9 "	54 "	8:00 AM to 6:00 PM	12-1 PM	Under 21 "
8	Typists	132.50	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	Over 21 "
3	"	122.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
2	"	127.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
1	"	116.50	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	Under 21 "
(1 typist worked Sunday)			9 "		8:00 AM to 6:00 PM	12-1 PM	Over 21
(1Tel.Opr. two Sundays each month)		101.00	9 "		8:00 AM to 6:00 PM	12-1 PM	" 21

WOOD STREET STATION
APRIL 1, 1919

8	Gen. Clerks	$120.00	8 Hour	48 Hours	8:00 AM to 5:00 PM	12-1 PM	Over 21 years
1	Stenographer	115.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	" 21 "
1	Gen. Clerk	109.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	" 21 "
1	Comptometer Opr.	109.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	" 21 "
1	Gen. Clerk	109.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	Under 21 "
1	" "	101.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	Over 21 "
1	" "	101.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	Under 21 "
1	Telephone Operator	101.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	Over 21 "
1	Gen. Clerk	98.50	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	Under 21 "
3	Comptometer Opr.	98.50	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	2 over 21 "
							1 under 21 "
1	Gen. Clerk	94.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	Under 21 "
1	Comptometer Opr.	90.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	Over 21 "
1	Gen. Clerk	90.00	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	Under 21 "
1	" "	87.50	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	" 21 "
1	" "	87.50	8 "	48 "	12:00 PM to 9:00 AM	1AM-2AM	" 21 "
1	" "	87.50	8 "	48 "	5:00 PM to 2:00 AM	12-1 AM	Over 21 "
2	Typists	132.50	8 "	48 "	8:30 AM to 5:30 PM	12-1 PM	" 21 "
1	"	132.50	8 "	48 "	8:00 AM to 5:00 PM	12-1 PM	" 21 "
2	"	122.00	8 "	48 "	8:30 AM to 5:30 PM	12-1 PM	" 21 "
3	"	127.00	8 "	48 "	8:30 AM to 5:30 PM	12-1 PM	" 21 "
4	"	116.50	8 "	48 "	8:30 AM to 5:30 PM	12-1 PM	" 21 "
1	"	111.50	8 "	48 "	8:30 AM to 5:30 PM	12-1 PM	Under 21 "
(1 Typist worked Sunday)			8 "		8:00 AM to 5:00 PM	12-1 PM	Over 21
(1 Telephone Operator worked two Sundays each month)		101.00	8 Hour		8:00 AM to 5:00 PM	12-1 PM	" 21

Wood St. Station, April 25, 1919.

File: S-31364.

FORTIETH STREET STATION
DECEMBER 1 9 1 7

NO.	TITLE	SALARY	DAY	HOURS	LUNCH	AGE
1	Comptometer Operator	$74.00	9 Hours Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	Over 21 years
1	General Clerk	71.00	9 Hours Week-54 Hrs.	8:00 AM to 6:00 PM	12-1 PM	" 21 "
8	Typists	102.00	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
3	Typists	95.00	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
2	Typists	81.50	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
2	Typists	75.50	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
1	Typist	68.50	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
(2 Typist worked Sunday)			9 Hour	7:30 AM to 5:30 PM	12-1 PM	" 21 "

FORTIETH STREET STATION
JANUARY 1 9 1 8
GENERAL ORDER NO.27

1	Comptometer Operator	$91.65	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	Over 21 years
1	General Clerk	86.01	9 Hour Week-54 Hrs.	8:00 AM to 6:00 PM	12-1 PM	" 21 "
7½	Typists	124.10	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
1	Typist	109.98	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
1	Typist	100.11	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
2	Typists	91.65	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
(1 Typist worked Sunday)			9 Hour	7:30 AM to 5:30 PM	12-1 PM	" 21 "
(1 Typist worked one-half day)			4 1/2 Hrs.	7:30 AM to 12:00 PM		" 21 "

FORTIETH STREET STATION
SEPTEMBER 1 9 1 8
SUPPLEMENT NO.7 TO GENERAL ORDER 27

1	Comptometer Operator	$99.00	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	Over 21 years
1	General Clerk	96.00	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
1	" "	93.50	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
6	Typists	127.00	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
1	Typist	120.00	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
1	Typist	106.50	9 Hour Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
3	Typists	100.50	9 Hours Week-54 Hrs.	7:30 AM to 5:30 PM	12-1 PM	" 21 "
(1 Tpyist worked Sunday)			9 Hour	7:30 AM to 5:30 PM	12-1 PM	" 21 "
1 " " one-half day			4 1/2 Hr.	7:30 AM to 12.00 PM		" 21 "

 Wood Street Station, April 25, 1919.

File: S-31364.

FORTIETH STREET STATION
APRIL 1st, 1 9 1 9

NO.	TITLE	SALARY	DAY	HOURS	LUNCH	AGE
1	Comptometer Operator	$99.00	8 Hour Week-48 Hrs.	8:00 AM to 5:00 PM	12-1 PM	Over 21 years
1	General Clerk	96.00	8 Hour Week-48 Hrs.	8:30 AM to 5:30 PM	12-1 PM	" 21 "
1	General Clerk	91.00	8 Hour Week-48 Hrs.	8:00 AM to 5:00 PM	12-1 PM	Under 21 "
7	Typists	127.00	8 Hour Week-48 Hrs.	8:00 AM to 5:00 PM	12-1 PM	Over 21 "
1	Typist	106.50	8 Hour Week-48 Hrs.	8:00 AM to 5:00 PM	12-1 PM	" 21 "
2	Typists	100.50	8 Hour Week-48 Hrs.	8:00 AM to 5:00 PM	12-1 PM	" 21 "
	(1 Typist worked Sunday)		8 Hour Week-48 Hrs.	8:00 AM to 5:00PM	12-1 PM	Over 21 years

Wood Street Station, April 25,1919.

File: S-31364.

SIXTEENTH STREET STATION
DECEMBER 1 9 1 7

NO.	TITLE	SALARY	PER DAY	PER WEEK	HOURS WORKED	LUNCH	AGE
1	Comptometer Operator	$71.00	9 Hour	54 Hours	8:00 AM to 6:00 PM	12-1 PM	Over 21 years
1	Typist	97.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	Under 21 "
1	"	55.00	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	" 21 "
1	"	70.50	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	" 21 "
1	"	81.00	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	Over 21 "
1	"	60.00	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	Under 21 "
1	"	76.00	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	Over 21 "
1	"	65.50	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	Under 21 "
1	"	97.00	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	Over 21 "

SIXTEENTH STREET STATION
JANUARY 1 9 1 8
GENERAL ORDER NO. 27

1	Comptometer Operator	$88.15	9 Hour	54 Hours	8:00 AM to 6:00 PM	12-1 PM	Over 21 years
1	Typist	77.55	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	Under 21 "
1	"	77.55	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
1	"	119.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
1	"	105.75	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	Over 21 "
1	"	98.70	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "
1	"	119.00	9 "	54 "	8:30 AM to 6:30 PM	12-1 PM	" 21 "

SIXTEENTH STREET STATION
SEPTEMBER 1,1918
SUPPLEMENT NO. 7 to GENERAL ORDER NO. 27

1	General Clk.	$119.50	9 Hour	54 Hours	8:00 AM to 6:00 PM	12-1 PM	Over 21 years
1	" "	100.00	9 "	54 "	8:00 AM " 6:00 PM	12-1 PM	Under 21 "
1	Comptometer Operator	96.00	9 "	54 "	8:00 AM " 6:00 PM	12-1 PM	Over 21 "
1	Typist	87.50	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	Under 21 "
2	"	95.50	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	Under 21 "
1	"	122.00	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	Over 21 "
2	"	116.50	9 "	54 "	8:30 AM " 6:30 PM	12-1 PM	" 21 "

SIXTEENTH STREET STATION
APRIL 1, 1 9 1 9

1	Gen.Clerk	$119.50	8 Hour	48 Hours	9:00 AM to 6:00 PM	12-1 PM	Over 21 years
2	Typists	87.50	8 "	48 "	9:30 AM to 6:30 PM	12-1 PM	Under 21 "
1	Gen. Clerk	99.50	8 "	48 "	9:00 AM to 6:00 PM	12-1 PM	" 21 "
1	Comptometer Operator	99.50	8 "	48 "	9:00 AM to 6:00 PM	12-1 PM	Over 21 "
1	Typist	111.50	8 "	48 "	9:30 AM to 6:30 PM	12-1 PM	" 21 "
1	"	106.00	8 "	48 "	9:30 AM to 6:30 PM	12-1 PM	" 21 "

FORM 77A 200M 11-18-18

UNITED STATES RAILROAD ADMINISTRATION

W. G. McADOO, DIRECTOR GENERAL OF RAILROADS

CHICAGO AND NORTHWESTERN RAILROAD

The Pioneer Line West and Northwest of Chicago.

CHICAGO AND NORTH WESTERN LINE

Local Freight

NOTICE.
All Rates quoted by this Railroad are for immediate use and are subject to change without notice, except the printing of Tariffs and posting of same as provided for by law.

Proviso, Ill., April 25th, 1919.

Mr. J. G. Cowan, Supt.,
Galena Division,
Chicago, Ill.

Dear Sir:-

Below please find statement showing positions occupied by women and information requested by your Mr. Farnsworth in 'phone conversation today.

Auth'y No.	Position	Age.	Wage Jan. 1st, 1918.	Wage per G.O. No. 27	Wage per Supp. #7	Hrs. Now	Hrs. Oct. 1918.	Days per Wk now & Oct. 1918
17	Gen'l Clk	28	$77.50	$91.65	$102.50	8	9	6
24	Stenographr	23	72.50	91.65	97.50	8	9	6
26	W.B. Clerk	18	67.50	84.60	92.50	8	9	6
36	W.B. Clerk	27	67.50	84.60	92.50	8	9	6
39	Stenographr	26	80.00	91.65	105.00	8	9	6
41	Swbd Opr.	24	New	77.55	90.00	8	9	6

Occupant of position No. 17 begins at 7:00 A.M., takes lunch from 12:00 to 12:30 P.M., and quits work at 3:30 P.M.

Occupant of position No. 36 begins at 12:10 P.M. daily, takes lunch from 6:00 to 6:30 P.M., and quits work at 8:40 P.M.

Occupants of remaining positions begin at 8:15 A.M., take lunch from 12:00 to 1:00 P.M., and quit work at 5:15 P.M.

All women employes are working 48 hours per week, and do not work Sundays or Holidays. Until Jan. 27th, 1919, they worked 54 hours per week and did not work Sundays or Holidays.

There are no colored employes at Proviso.

Yours truly,

F. B. Martin

Agent.

HSJ-BMW.

Office of Superintendent — Chicago Series #61

City, Town or Shop: Chicago, Terminal Offices — Division: Wisconsin — Railroad: C and N W #~~14~~ 13

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	4				
	Stenog.	2	0		0	Always

6

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	7 A.M.	11 to 12	4 P.M.					
5	8 A.M.	12 to 1	5 P.M.		8	8 1/2	48	51

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

$65.00	$90.00	
72.50	97.50	
57.50	87.50	
67.50	92.50	same
60.00	87.50	
New position	130.00	

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:
Mr. Hanson, Chief Clerk
Mr. Turpenning, Superintendent

Date April 24, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series #16
C+N.W. #13

STATEMENT OF WOMEN EMPLOYES ON THE WISCONSIN DIVISION CHICAGO & NORTHWESTERN R.R.

OCCUPATION	NO. WOMEN	NO. UNDER 21	NO. MEN IN SAME OCCUPATION	BEGIN WORK	LUNCH PERIOD	END WORK	TOTAL HOURS PER DAY PRESENT	TOTAL HOURS PER DAY OCT.1918	TOTAL HOURS PER WEEK PRESENT	TOTAL HOURS PER WEEK OCT.1918	WAGES JAN.1,1918	WAGES JAN.1,1919 SUPLM. 7
Clerk	1	0	0	8:00AM	12 - 1 Noon	5:00PM	8	8½	48	51	$65.00	$90.00
Clerk	1	0	0	7:00AM	11 - 12	4:00PM	8	8½	48	51	72.50	97.50
Clerk	1	0	0	8:00AM	12 - 1 Noon	5:00PM	8	8½	48	51	57.50	87.50
Stenogphr.	1	0	0	8:00AM	12 - 1 Noon	5:00PM	8	8½	48	51	67.50	92.50
Stenogphr.	1	0	0	8:00AM	11:30-12:30	5:00PM	8	8½	48	51	60.00	87.50
Clerk	1	0	0	8:00AM	12 - 1 Noon	5:00 PM	8	8½	48	51	New Pos.	130.00

Chicago Series # ~~90~~ 60 and ~~91~~ 61
C and N W Series # ~~13~~ 12 and ~~14~~ 13

Offices of the Galena and Wisconsin Divisions

These offices are located in the Terminal building, are well equipped, and are light and pleasant.

-2-

The women have a rest room on the floor above. A matron is in charge. The room is furnishedwith confortable couches, chairs, a table with magazines. Adjoining is a toilet room, beautifully finished in marble, The room is kept open if the matron is there; otherwise, each office has a key.

-4-

Very business like group of young women. Some of them have been in the offices for a long time. The Chief Clerk and the Superindent of the Galena Division spoke highly of the work of the women clerks. I saw only the Chief Clerk of the Wisconsin Division. He spoke somewhat dubiously of the women's work, thinking that they are excellent for the routine, mechanical work, but not well enough acquainted with railroad work to be of great value in positions requiring initiative. He said that his division frequently uses the central employment office and has found it very satisfactory.

Matron-- this matron is listed under the Terminal employees. Her duties are to clean the rest room, and the toilets, and to keep them in order during the day (they are scrubbed at night), to take care of a girl who is not well, and to do some dusting in the offices on this floor.

Office of General Storekeeper — Chi cago Series # ~~115~~ 62

City, Town or Shop — Division — Railroad

Chicago — Stores department — C and N W # ~~15~~ 14

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks and stenog.	28			35	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	7:55 A.M.	12 to 12:40	4:35 P.M.		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No. 7.. — Present

14	clerks	$35 to $60	$87.50
4	"	68.50	93.50
4	"	70.00	95.00
2	"	73.50	98.50
3	"	80.00	105.00
1	"	83.50	108.50

Nationality: Am.

Union Membership: none

Names & positions of persons interviewed:

Mr. Blackburn, Storekeeper

Date May 23, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~115~~ 62
C and N W # ~~15~~ 14

This office is located on the second floor of the new store house. The office room has light on three sides, and except for being somewhat crowded is a very pleasant office.

At this store house with its adjoining shops, offices of the stores are all consolidated in the one general office. There are no women clerks in the shops.

-2-

Mr. Blackburn thinks that the accommodations for the women here are inadequate. When the building was first completed, only six women were employed in this office. Now there are 28.
Adjoining the main office is a small, narrow cloak room with hooks and shelves. Opening from this is the toilet and rest room, about 10 by 12, in which there are two toilet compartments, two wash stands, one couch, and and old cane seat taken from a day coach. The room is clean and neat. The clerks to whom agent talked think that another cot would well take the the place of the discarded train seat. Agent could hardly recommend enlarging the present cloak room which may be somewhat crowded during the time of coming to and leaving work, but each girl has a hook for her wraps. However, Mr. Blackburn has allowed nine of the clerks to use the lockers in his private office and that of his chief clerk in order to relieve the congestion.

A separate rest room from the toilets would of course be far more desirable.

-8-

Mr. Blackburn has not used women for any work in this office that requires the clerk to go out into the shops, because he thinks that the women would find this very unpleasant. He said that often the men who come into the office from the shops talk very roughly and make it unpleasant for the girls. For this reason, he has arranged a vestibule into which the shopmen come and transact their business through a window.

Mr. Balckburn use women only in stenographic and routine clerical work. Because of this, he thinks he has a less flexible force, since he had formerly used the routine positions as stepping stones for the men to higher positions in the office. He had found women very satisfactory in the work they are doing.

A few women store attendants were used in this department for a while, but the last one left last week.

Car Shops

Chicago Series # 63

~~City,~~ Town or Shop | Division | Railroad

Chicago, | | C and N W # 15

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
3	Upholsterers	2			None at same kind	
	Seamstresses	3			0	
	Upholsterer	1 (in California Street cleaning yards)				
		6				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
3	7:30 A.M.	35 min.	4:05 P.M.	0	8	9	48	54

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours | Order 27 | Supplement No. 4. | Present

Upholsterers 25 | 68 -141.44

Seamstresses | Supplement No. 7 35 -72.80.

Formerly on piece work.

Nationality: Am.

Union Membership yes

Names & positions of persons interviewed:
Mr. Chaplin, Chief Clerk to Superintendent of Car Shops
Miss Maloney, Upholsterer, and other workers

Date May 22, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 116

C and N W # 16

Car Shops, Upholstering department

-1-

Two women do regular upholsterer's work, making cushions, carpets, etc.

Three women do "linen work", that is, they make linen covers for the car seats, mend linen covers, table linen and the like. One , a young woman, was engaged, on day of inspection, in embroidering by machine "The Northwestern Line" on the covers, using no pattern whatever, but turning the controlling crank in such a manner that the needle ~~is~~ was guided in the proper design.
All the women use power machines. Cutting is done by the men.
1 woman works in the cleaning yards, mending and repairing.

-2- and -4-

The women's room is partitioned from the rest of the shop by glass. It is painted white inside and is light and pleasant. Large tables occupy the centre of the room against which are the machines.

Adjoining this room is a small toilet and wash room, neat and clean.

-9-

Mr. Chaplin said that when the wage orders came out, it was a great disappointment to the seamstresses that no provision was made for them other than the 12¢ increase provided in Supplement No,7 to G. O. 27. These women can not properly be called upholsterers. Common labor in these shops receives 40¢. Formerly these women worked on apiece work basis, and they made at that time more than 35¢ an hour.

Mr. Chaplin urges that some provision be made for these women, to increase their wages.

Federal Auditor — Chicago Series # ~~120~~ 64

City, Town or Shop — Division — Railroad

Chicago — General Offices — C and N W # 16

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	24			11	
	Stenog and typists	4				
	Compt.op.	1				

29

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8:30	12 to 1	5	Sat. 1 P.M.	8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No. 7.. — Present

See memo.

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. C. D. Brandriffe, Federal Auditor

Date May 26, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Auditor of Station Accounts — Chicago Series # ~~131~~ 65

City, Town or Shop — Division — Railroad

Chicago Ry. Exchange Bldg General Offices — C and N W ~~19~~ # 17

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerk	1			6	
	Stenog.	2				
	Compts.op.	1				

4 ~~HOURS~~

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30	12 to 12:30	5					
			Sat: 1 P.M.		8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No. 7 — Present

See memo.

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Chief Clerk to Mr. Brandriffe, Fed. Auditor

Date May 26, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Disbursements Accts. Chicago Series # ~~122~~ 66

City, Town or Shop	Division	Railroad
Chicago	Ry Exchange Bldg General Offices	C and N W # ~~20~~ 18

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	16			33	
	Stenog.	6				
	Compt. Op.	9				
	Filers and sorters	2				
		33				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8:30	12 to 12:30	5					
			Sat. 1 P.M.		8	8	45	45

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours Order 27 Supplement No. 7. Present

See memo.

Nationality: Union Membership

Am. ?

Names & positions of persons interviewed:

Chief Clerk to Federal Auditor

Date May 26, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

UNITED STATES RAILROAD ADMINISTRATION
Director General of Railroads
CHICAGO AND NORTH WESTERN RAILROAD
OFFICE FORCE AS OF MAY 1, 1919
FEDERAL AUDITOR, AUDITOR STATION ACCOUNTS AND AUDITOR DISBURSEMENT ACCOUNTS.

Chicago Series 120, 121,
C and N W 18, 19, 20.

	CLERKS				STENOGRAPHERS AND TYPISTS				COMPTOMETER AND CALCULATING OPERATORS			
	Male		Female		Male		Female		Male		Female	
	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate
Federal Auditor	1	$200.00	1	$127.50			1	$125.00			1	$110.00
	1	175.00	1	120.00			1	115.00				
	2	160.00	3	95.00			1	100.00				
#64	1	135.00	1	90.00			1	90.00				
	1	130.00	18	87.50			4					
	2	125.00	24									
	1	95.00										
	2	87.50										
Auditor Station Accounts	1	160.00	1	87.50			1	100.00			1	90.00
	1	125.00	1				1	95.00			1	
#65	1	90.00					2					
	3	87.50										
Auditor Disbursement Accounts	1	160.00	1	112.50			2	107.50			1	95.00
	2	145.00	1	107.50			1	90.00			1	90.00
	2	140.00	2	100.00			3	87.50			7	87.50
	1	130.00	4	90.00			6				9	
	1	127.50	8	87.50								
	1	125.00	16									
#66	1	122.50										
	2	120.00										
	3	115.00										
	3	112.50										
	2	107.50										
	3	105.00										
	1	100.00										
	2	95.00										
	1	90.00										
	7	87.50										

	OFFICE BOYS, FILERS AND SORTERS			
Federal Auditor	1	60.00		
Auditor Station Accounts	1	63.50		
Auditor Disbursement Accounts	2	65.00	1	-$65.00
	1	60.00	1	- 52.50
	1	55.00	2	

#64
65
66

Local Freight Office

Chicago Series # ~~156~~ 67

City, Town or Shop	Division	Railroad
Chicago, 526 Kinzie	Wisconsin	C and NW - 19

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks and stenog.	15	7 of these are in the 8 " " " " "		In Freight House Out " "	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8	12 to 1	5		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours

	Order 27	Supplement No. 7...	Present
$50 to $60	2	at $ 87.50	
67.50	1	" 92.50	
70	4	" 95.00	
75.50	1	" 100.50	
77.50	1	" 102.50	
80.50	2	" 105.50	
87	4	" 111.00	

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:
Mr. Whipple, Freight Agent

Date June 13, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Local Freight Office

The local frieght work of this division is done in two offices, separated from each other by the length of the warehouse.

In both, there is plenty of space, light and air.

In the In Freight office, the girls have a large, pleasant rest room, furnished with a rug, rocking chairs and a table. Adjoining is a toilet and cloak room, light and adequate. Two toilet compartments. These at present have no doors, but the carpenter has been ordered to put them up as soon as possible, the Agent said.

In the other office, the girls have a smaller room on the first floor, with the same toilet facilities. The room is comfortable, and nicely furnished.

Mr. Whipple has been very much interested in securing good conditions for the women employees in his service. He has now ordered a cot for each rest room. He said that he frequently became much discouraged because the girls show so little inclination to assist him. He thinks that the problem of women in offices is a difficult one. The women, he said, spend too much time in primping and powdering, that they are not so punctual as the men, nor so steady at their work.

ADJUSTMENT RE No. 68

Working conditions

City and State	Division	Railroad
Chicago	Galena	C and N W 20

1. Office, Shop or Platform
Local Freight Office

2. Official in Charge
Mr. Williams, Freight Agent *

3. Employee Involved
Women clerks

4. Address-street number if necessar

5. Source: Inspection

6. Statement of Case:

Inadequate toilet and rest room facilities for the women. The office is much crowded, and to recommend any new installation seems futile. However, I think it possible to install a cot in the small room allowed to the women, or at least a folding cot, which could be put out of the way, when not in use.

7. Action by Agent:

Conference with Mr. Williams, Freight Agent, who said that a plan is on foot to build an addition to this building, in which case, the women will be provided for.

8. If unadjusted, name of next higher official with address:
Mr. S. F. Miller, General Freight Agent, Chicago also Mr Nash

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection June 23, 1919
USRA-WS No.3

12. Name of Agent Helen Ross

City and State Office, Local Issue
Chicago

Local Freight Office, Galena Division — Chicago Series 68

City, Town or Shop	Division	Railroad
Chicago, State Street	Galena	C and N W #20

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Gen Clerk	6				
	Stenog.	2				
	Compt. Op.	1				
	Typist	1			25 (est)	
	Machine Op.	9				
	Total	19				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
6	8 A.M.	12 to 1	5 P.M.					
12	9 A.M.	12 to 1	6 P.M.		8	9	48	54
1	7:15 A.M.	12 to 12:45	4 P.M.					

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No. 7 — Present

See memo, next attached.

Nationality: Am.

Union Membership: yes

Names & positions of persons interviewed:

Mr. Williams, Agent

Date June 13, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 68
C and NW # 2D

Local Freight Office, State Street, Galena Division

-1-

This office is located in an old building put up immediately after the famous Chicago fire. It is very badly congested. The desks are crowded close together, file cases are crammed in every available space. There are windows on three sides of the room, but the center desks need electric light.

-2-

A cleak room with one toilet and two wash stands is provided for the women. The room is narrow and unattractive. There is no room for more than a chair or two. It has one outside window.

Mr. Williams, Freight Agent, said that he realized that the conditions here are very bad, but that lack of room prevented their enlarging any part of the office. A factory inspector has been here recently, and he ordered the installation of lockers for all the men in the office. There is no room in the office for them. The company plans to put up a new building on this site or nearby at some future time.

STATE STREET - Apr. 25th, 1919.

File: S-1017.

Mr. J. G. Cowan,
Superintendent - Galena Div.,
Chicago, Illinois.

Dear Sir:-

As per your telephone request of yesterday, furnish below information in connection with women employees at this station:

Total No. Women Employed - 19.

Class - - -

Present rate of pay - - - - - - - - -

2	General Clerks	-	$105.00	per month.
1	" "	-	100.00	" "
1	" "	-	90.50	" "
2	" "	-	87.50	" "
1	Stenographer	-	$100.00	" "
1	"	-	97.50	" "
1	Compt. Opr.	-	90.00	" "
1	Typist	-	90.00	" "

MACHINE OPERATORS
Present Scale

300	tickets	-	$87.50	" "
350	"	-	87.50	" "
400	"	-	87.50	" "
450	"	-	90.50	" "
500	"	-	95.50	" "
550	"	-	100.50	" "
600	"	-	105.50	" "
650	"	-	111.00	" "
700	"	-	116.00	" "

Rate of Pay as of January 1st, 1918, prior to the effectiveness of Gen. Ord. #27.

1	General Clerk	-	70.00	" "
1	Stenog.	-	75.00	" "
1	Stenog.	-	73.50	" "
1	Compt. Opr.	-	65.00	" "
1	Typist	-	65.00	" "

MACHINE OPERATORS

300	tickets	-	$50.00	" "
350	"	-	55.00	" "
400	"	-	60.00	" "
450	"	-	65.50	" "
500	"	-	70.50	" "
550	"	-	75.50	" "
600	"	-	80.50	" "
650	"	-	95.50	" "
700	"	-	100.50	" "

I trust this is the information you desire.

Very truly yours,

AGENT.

B.

ADJUSTMENT RE No. #1

Neglect of cleaning of toilet

City and State: Council Bluffs, Iowa | Division: | Railroad: Chicago & Northwestern #69

1. Office, Shop or Platform: Car Yards

2. Official in Charge: None (James Jenson is foreman of Cleaners.)

3. Employee Involved: 15 Pullman and Railroad Cleaners

4. Address-street number if necessary:

5. Source: Inspection of Agent

6. Statement of Case: This locker room belongs to the railroad women - the toilet is supposed to be used by the Pullman women as well. The room itself is rough and unattractive, but would not be unsatisfactory if it were clean. No definite system for cleaning is marked out and at the time of inspection it showed evidence of long neglect. Regular cleaning should be arranged for on company time, and proper supervision exercised by some responsible person. (There are no local officials responsible for the foremen here, as Omaha is the beginning of another Division, and the officials resident there have no jurisdiction in Council Bluffs.)

7. Action by Agent: No action other than report to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. H. M. Eichholtz, Asst. Genl. Supt., Boone, Iowa

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection: Feb. 9, 1920

12. Name of Agent: Edith R. Hall

USRA-WS No.3

Car Cleaners # 3

Town or Shop	Division	Railroad
Car Yards Council Bluffs, Iowa		C & N W

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Coach Cleaners	4	0	0	26	During war Then 8. Now replacing with men.

HOURS

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918	
4	8 A.M.	(20 min.) - " men on other two shifts	4 P.M.	Yes	8	10 till national	56 agreement	70

Night Work Rotation

Age of Women on night work No night work for women

Wages: Jan.1, 1918 and hours

	Order 27	Supplement No.	Present
piece work	(women) 32-1/2¢ p.w. (men) 37¢	all	45¢

Nationality: Dane, Amer

Union Membership All - Car Cl.Union (under Carmen)

Names & positions of persons interviewed: James Jenson, Foreman of Cleaners

Date Feb. 9. 1920 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

C & N W R.R. - Council Bluffs, Iowa

Car Cleaners.

1.

Only four women are now employed by the railroad in these yards, and these are being replaced by men as vacancies occur. The foreman gives as a reason for their preference for men, that they are more adaptable for all jobs and are also quicker through being more agile and less timid in climbing. There were eight women during the war.

They are used for the usual inside cleaning only, but all by their own choice wear heavy men's overalls.

They clean the cuspidors from the mail trains. Men do those from certain other cars.

2.

A corner of the men's locker house has been partitioned off for the use of the women. The room has six or eight rough wooden lockers, a small stationary washbowl in the corner and a toilet of good type, with porcelain bowl and water flush. The room has nothing about it that is inviting, but would not be distinctly unsatisfactory if it were decently kept. As it is, it shows signs of absolute neglect. The floor may have been swept out fairly recently, but the toilet and washbowl certainly could not have been suitably cleaned within six months.

There is no local official on this road to exercise supervision over the underlings, and the foreman of cleaners appears to have had no system for regularly cleaning this locker room. The present foreman gives as an excuse that he is new and doesn't yet know the yard. He is also lame with rheumatism and is not likely to stir about unnecessarily.

This yard was particularly dirty and unkempt. The tracks were lined with an accumulation of refuse - orange peels, cigar stumps, old newspapers, &c, dumped from the cars. This may have been a temporary condition, as the surface had only recently thawed after having been covered with snow and ice. But this yard was far more disorderly than any other seen by the Agent in the same locality.

March 11, 1920.

Vice President in Charge of Operations,
Chicago and Northwestern Railroad,
Chicago, Illinois.

Dear Sir:

The Women's Service Section recently examined conditions of work for women car cleaners at certain points in the west, and in the course of inspections the agent had occasion to visit the yards of the Chicago and Northwestern Railroad at Council Bluffs, Iowa:

The conditions found here warrant being presented for your consideration, although federal control has now terminated. They are submitted to you for any action which you deem proper and in the belief that you will be interested in making such improvements as are necessary.

Four women coach cleaners are at the present time employed by this railroad. A corner of the men's locker house has been partitioned off for their use. It is furnished with lockers, a small stationary bowl and a toilet of good type with water flush. The room is rough and not inviting, but would be satisfactory provision for their comfort if it were decently kept. At the time of inspection it showed signs of absolute neglect. The washbowl and toilet were covered with grime that must have been the accumulation of weeks or even months. The agent was not able to find from the yard foreman that any regular system of cleaning was in effect. This cleaning should be regularly assigned either to one woman or to the women in turn, and inspected by a leader among the women or by the foreman, who should be held directly responsible.

In the same yard there are eleven women employed by the Pullman Company. A converted car is provided for their use as a dressing room and lunch room. This has no fixed position and, therefore, no sewer connection. These eleven women are dependent on the locker room of the railroad women for toilet and washing facilities. If this arrangement is to continue the locker room should be enlarged and additional washbowls should be provided, as the one small bowl at present installed is entirely inadequate for the two groups of women.

It is desirable also that a permanent location should be found for the Pullman women's car, if it is still to serve as lunch room and as a place to leave personal belongings and to store tools and supplies at night.

It is believed that these matters may have escaped notice since there is no railroad official at this point having direct oversight of conditions. The recommendations are submitted in the belief that any increased expenditures involved in the correction of present conditions are justified on grounds of both health of the workers and efficiency of the service.

Yours very truly,

Manager, Women's Service Section.

PG-L

107

Borough Chart Mrs.

(but see # 20 omitted)

INSPECTION SHEETS

Chicago Series — CHICAGO TERMINALS

Series No.	Occupation			Address
(1)	Clerk	Consolidated Ticket Off.	W.Lines	Chicago
(2)	Clerk	" " "	E.Lines	Chicago
(3)	Station Attendant	Terminal "		Chicago
(4)	Matron	Terminal		Chicago
(5)	Matron	Grand Central Station		Chicago
(6)	Matron	Dearborn Station		Chicago
(7)	Scrubwoman Janitress	Dearborn Station		Chicago
(8)	Inf. Clerk	Union Station	C M & St.P. CB&Q, C&A,PRR	Chicago
(9)	Matron Scrubwoman	Union Station		Chicago
(10)	Clerk	Union Station		Chicago
(11)	Sb.Op.&Clerk	La Salle St. Station	C&RI,NYC,& Nickel Plate-	Chicago
(12)	Inf. Clerk	La Salle St. Station		Chicago
(13)	Elev. Op.	La Salle St. Station		Chicago
(14)	Matron	La Salle St. Station		Chicago
(15)	Cleaner	La Salle St. Station		Chicago
(16)	Accountant	Central Station		Chicago
(17)	Sb. Inf. Clerk	" "		Chicago
(18)	Matron (Cleaner)	" "		Chicago
(19)	Cashier	" "		Chicago
(20)	Agent Gatewoman	Illinois Central		Chicago

Chicago Series # 18

Town or Shop	Division	Railroad
hicago	Central Station	Illinois Central

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matrons	5 ✓ 1	0	2		

These women are called matrons, though they all do cleaning work. The colored women do only cleaning, in the women's rest room and waiting room. The matrons help with the cleaning, and wait on the passengers.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
4	7 A.M.		3 P.M.					
1	3 P.M.		11 P.M.		8	10	56	70

The latter works on the men's force.

Every third Sunday off.

av 54 hrs

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours | Order 27 | Supplement No.7.. | Present

$30 10 " $55 ✓ $55

$45 One on men's force $70 $70

Mr. Shea thinks that all these women ought to get $70, and he is very angry that that the women get $87,50 for the same work at the 63rd. Street offices.

Nationality: Am.

Union Membership no

Names & positions of persons interviewed:
Mr. Shea, Custodian

APR 4 1919

Date March 28, 1919 **Agent** Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series #3

Town or Shop	Division	Railroad
Chicago	Terminal	Northwestern

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
1	Station attendants	2 ✓	0	2	0	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	6:30 A.M.	1 hour	3:30 P.M.	Yes	8	9	56	63
1	3:15 P.M.	"	12:15 A.M.					

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No. 7..	Present
$45 9 " and receipts from shoe shining (see notes)		$60 and receipts ✓	same

Nationality:	Union Membership
AM. Negro	no

Names & positions of persons interviewed:

Mr. F. H. Heems, Terminal Superintendent
Mr. Morgan, Stationmaster

Date March 25, 1919 Agent Helen Ross APR 4 1919

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

1,5

Chicago Northwestern Terminal

Station Attendants

-1- and -5-

These two colored women take care of the toilets in the women's room. They have also a shoe shining stand from which they are allowed all the receipts.

Mr. Heems said that on account of this concession, it was decided,(he did not know if the decsion were made by local officials only or had gone to Washington) that these women should not be given a $25 increase in accordance with Supplement 7 . They had a check made on the women's daily receipts over several days time, and found that each one averaged about $2.50 per day. This case was sent in as one which should be made an exception.

APR 4 1919

Chicago Series #4

City, Town or Shop	Division	Railroad
Chicago	Terminal Chicago	Northwestern

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matrons	6 ✓	0	0	0	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1 (head)	7:30 A.M.	12 to 1	4:30 P.M.	One day off in 5 weeks	56	63	8	9
1	6:30 "	"	3:30 "					
1	3:30 P.M.	1 hour	12:15 A.M.					
1	1:30 P.M.	"	10;30 P.M.					
1	1 P.M.	"	10 P.M.					
1	10:30 P.M.	"	7:30 A.M.					

Night Work: Rotation none

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No. 7...	Present
Head matron	9 $62.50		$87.50 ✓	
2 at	52.50		77.50	
3 "	47.50		72.50	same

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. F. H. Heems, Superintendent of Terminal
Mr. Van Winkle, G. P. A.
Mr. Morgan, Stationmaster

APR 4 1919

Date March 25, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Matrons

These women take care of the women's waiting rooms, advise the passengers, supervise the cleaning work, and are responsible for the keeping of the women's room and toilet. One head matron and two assistants are on during the day. One matron is on at night. The other two named in schedule are nursery attendants, who have charge of the nursery on the third floor. There are two rooms, one for children and the other for adults. These attendants are practical nurses.

The waiting room and nursery are both beautifully appointed and kept. The matrons apparently work under ideal conditions.

All are middle aged women.

APR 4 1919

Chicago Northwestern

Interview with Mr. F. H. Heems, Terminal Superintendent, March 25, 1919
re ticket sellers and Information clerks,

At present, no women are employed in either capacity in the Terminal. During the war period, one woman ticket seller was employed, and two Information clerks, This was done, Mr. Heems said, not so much because they felt the need of taking on the women, (because they have never felt a real shortage among men station employees,) but because they "wanted to get in the game" of employing women. It was being done everywhere. The conditiins are apparently very pleasant here, and there has never been trouble in securing efficient male help.

Mr. Heems thinks that it is only a very exceptional woman who can qualify for either postion on account of her lack of familiarity with railroad work, her lack of quickness in dealing with the public, her nervousness in being hurried. He found them very slow to handle tarrif sheets, weak on geography and consequently poor on interline tickets. He adds also that it is an exceptional man who makes a good ticket seller and Information clerk, but he thinks that the ratio of men is greater among those who apply for these positions than that of women. Good Information clerks are especially hard to secure. He thinks that woman's training is along lines too remote to make her a good ticket seller or Information clerk. "She is a little out of her element." Boys usually begin as ushers and go up through the station positions.

The three women mentioned above were in service only a short while. One of the Information clerks was the wife of the manager of the Lake Tours. She was employed because it was thought that she would have a valuable familiarity with travel, but she did not prove successful. This woman had tried the same work at the La Salle Street Station (agent learned later) and had failed.

APR 4 1919

Zerm.

Chicago Series #1

City, Town or Shop	Division	Railroad
Chicago	Western Lines	Consolidated Ticket Offices

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Cashiers	4 3	0		3	November
	Report Clerks	2	0		1	
	Pullman Clerks	3	0		4	
	Assistant Accountants	1			0	
	Stenographers	2			1	
	Ticket sellers	2			about 20	
	Total	14 13				

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
	8:30 A.M.	12 to 1	5:30 P.M.	0	71/2	71/2	421/2	421/2

HOURS

3 P.M. on Saturdays in winter; expect to have all of Saturday afternoon off in summer.

2 weeks vacation with pay.

N ight Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours

Rate of pay based on what employees had received formerly, length of service and responsibility entailed. Men are getting the same rate.

Order 27	Supplement No. 7		Present
Cashiers	2 at	$115*	
	1 "	$125*	
Report clks.	1"	$115*	
	1"	$100*	
Pullman "	3 all	$110*	same
Asst. Acct.	1	$125*	
Stenog.	1 "	$115*	
	1 "	$110*	
Ticket sel.	1 "	$145*	
	1 "	$135*	

Nationality:

Am.

13 Union Membership

No

Names & positions of persons interviewed:

Mr. Mc Cormack, Manager
Mr. Jones, C.C. to Mr. C. L. Kimball, G. P. A. Penna. Lines.

March 24, 1919 Agent Helen Ross

SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

APR 4 1919

Term.

Chicago Series #2

City, Town or Shop	Division	Railroad
Chicago	Eastern Lines	Consolidated Ticket Offices

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Cashiers	3	0		2	November
	Report Clerks	1	0		1	
	Pullman "	6			6	
	Accountants	2			1	
	Asst. "	1			1	
	Information	4 at telephone work; 1 chief.			0	
	Stenographer	1			0	
	Total	18				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8:30 A.M.	12 to 1	5:30 P.M.	0	7 1/2	7 1/2	42 1/2	42 1/2

3 P.M. Saturdays in winter; expect to have all of Saturday afternoons off during summer.

2 weeks vacation with pay.

N ight Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7 — Present

Rate of pay based on what employees received formerly, length of service, and responsibility entailed.
Worked out by Committee of the Consolidated Offices.

			Present
Cashiers	2 at	$125	
	1 "	115	
Accountants	1 "	140	
Asst. "	1	125	
Report Clerks	1	110	
Pullman "	6	100	same
Information	4 "	125	
	1 "	140	
Stenographer	1	115	
	18		

Nationality: Am.

Union Membership: NO

Names & positions of persons interviewed:
Mr. Wolf, C.C. to Mr. Clark, Manager

Date March 24, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

APR 4 1919

Chicago Consolidated Ticket Offices

Eastern Lines

The offices of the Eastern Lines are divided into the following units:

Office of Manager
Bureau of Information
New York Central and Nickel Plate
Penna., and Baltimore and Ohio
Michigan Central, Wabash, Grand Trunk, Erie, Pere Marquette
Illinois Central, Big Four, C and E I, Monon, C and O.

The women are distributed as follows:

Office of Manager	1 stenographer
Bureau of Information	1 chief and 4 telephone assistants.
N Y C and Nickel Plate	1 Asst. accountant
	1 cashier
	2 Pullman clerks
P R R, and B and O	1 Accountant
	1 Asst. "
	2 Pullman clerks
Michigan Central et al,	1 accountant
	1 report clerk
Illinois Central et al,	1 cashier
	2 Pullman clerks
	1 asst. accountant

APR 4 1919

Western Lines

The offices of the Western Lines are divided into the following units:

- Manager's office
- Bureau Of Information
- Santa Fe
- Chicago and Northwestern
- Rock Island and Great Western
- Burlington
- Chicago and Alton and Soo Line
- Chicago, Milwaukee and St. Paul

In all but the last two and the Bureau of Information, women are employed. The women are distributed as follows:

Manager's Office	2 stenographers
Santa Fe	1 cashier
	1 report clerk
	1 Pullman clerk
C and N W	1 Asst. Cashier
	1 " accountant
R I and G W	1 cashier
	1 Pullman clerk
Burlington	1 cashier
	1 Pullman clerk
	1 report "
	2 ticket sellers

The offices are in the Insurance Exchange Building, 175 West Jackson. On one side of the first floor are the offices of the Western Lines; on the other side, the offices of the Eastern Lines.

APR 4 1919

Chicago Consolidated Ticket Offices

-1-

Description of work

Cashier
Takes in the money tendered by the ticket seller, who has written on the regulation envelope the amount of the ticket and Pullman, checks the total, makes change, and files the envelope, which contains the stub of the ticket sold. She enters the amount on a blank and makes a daily total. If any tickets are canceled or refunded, she subtracts this amount from the total.
Opportunity for error or fraud is minimized by the checking system of cashier and clerk. Each cashier sits in a screened booth.

Report clerk
Takes the envelopes mentioned above, checks the stub of the ticket with the figures on the outside of the envelope, and fills blank which is reported once a month.
Between each two units is an adding machine.

Pullman clerk
Sits behind the diagram board containing the charts for all the trains of her unit, receives telegraphed and telephoned requests for space, marks up space and answers inquiries. Only outside of Chicago requests by telephone are filled. Makes up the charts daily.

Accountant and Assistant Accountant.
The former handles money and makes a monthly report and a daily report. The work of the latter is practically as that of a report clerk.

Bureau of Information
Answer inquiries by telephone.

-2-

The women's rest room is on the second floor, and is under the care of the building, not the railroad offices.

-4- and -7- and -8-

Efficiency
Agent inquired concerning the efficiency of the women in the several lines of work, and found that as cashiers, accountants, report clerks, and Pullman clerks, they have given uniformly good service. As chief of the Bureau of Information service, satisfactory service, and as telephone assistants, excellent service.
As ticket sellers, the Manager of the Western Lines thinks that the two women he now has are doing excellent work, but he thinks that it is the exceptional women who qualifies for this position. The Chief Clerk of the Eastern Lines said that he would not put a woman on the ticket selling work "on a bet", giving as his reasons that women can not handle the public so easily as the men, that women do not understand tariffs readily, that they are slow, and that they have a poor idea of geography.

APR 4 1919

Training
Last fall, a school was started by the government under the direction of Mr. Abel, G. P. A. of the Chicago and Alton for the express purpose of getting

women ready for these offices and the offices in the several stations of Chicago. About 50 began the course of three months, and 39 completed the work. Positions were not available for all of them at the close of their training. Two went into the offices of the Western Lines and one into the offices of the Eastern Lines. During the time of their training, they were paid $25 a month.

La Salle University, a business school, had offered a similar course, and women came from it to the government school in order to avoid the tuition which was about $75.

Mr. Wolf thought the training insufficient for the work of ticket sellers.

Source

There is now no difficulty in securing adequate and efficient help. When the offices were opened, each railroad or pool of roads, brought its group of employees for its unit.

Wages

The wages were decided upon by the Committee of the Consolidated Ticket Offices. They were based on what the employee had formerly received, his length of service, the responsibility entailed etc.

Each unit has its agent, who reives $215. The ticket sellers under him begin with $165 and go down to 135 or 125, according to the number in the unit, a difference of $10 being maintained between two positions. This accounts for one woman ticket clerk's getting $145 and another $135.

The only other difference within occupation that I found is in the case of of the Pullman clerks. In the Eastern Lines, all receive $100; in the Western Lines, some receive $110, others 100, according to the amount of business.

APR 4 1919

Chicago Series # 5

City, Town or Shop	Division	Railroad
Chicago	Grand Central Station	Chicago Great Western B and O, Pere Marquette, Soo Line

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matrons	2	0			
	This is not a busy station as compared with others in Chicago. No surburban travel.					

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	8 A.M.		4 P.M.	same	8	8	48	48
1	4 P.M.		12 M.					

N ight Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No....7 — Present

60	8 "	Night	87.50	✓ 87.50
65		Day	90.00	90.00

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. Hanson, C.C. to Superintendent of Terminal

Day matron

Date March 28, 1919 Agent Helen Ross

APR 4 1919

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 6

City, Town or Shop	Division	Railroad
Chicago	Dearborn Station	Santa Fe, Erie, Wabash etc.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matrons	2	0			
	Busy station; old, crowded rest room.					

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	7:30 A.M.	1/2hour	3:30 P.M.	same				
1	3:30 P.M.	"	11:30 P.M.	"	8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No....7	Present
42.50	8 "		67.50	67.50

Legent questions this rating.

Nationality: AM,

Union Membership: no

Names & positions of persons interviewed:

Mr. F. D. Shumaker, Stationmaster

APR 4 1919

Date March 28, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 7

City, Town or Shop	Division	Railroad
Chicago	Dearborn Station	Santa Fe, Erie, Wabash etc.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Scrubwomen	7	0			
	Janitresses	3	0			
		10				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
Janitresses 3	8:30 A.M.		4:30 P.M.		8	8	48	48
Scrubwomen 7	8 P.M.		4 A.M.		8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No. 7	Present
Janitresses $44.50		$69.50	$ 69.50
Scrubwomen $33.50		$58.50	$58.50

Nationality:	Union Membership
Polish, American	no

Names & positions of persons interviewed:

Mr. Shumaker, Stationmaster

APR 4 1919

Date March 20, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Term.

Chicago Series # 8

City, Town or Shop	Division	Railroad
Chicago	Union Station	C M and St. P, C B " Q, C and A, P R R

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Information Clerks	9	Several		2	Oct. 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
5	6:45 A.M.	15 min.	3 P.M.	One rest day	8	8	48	48
4	3 P.M.	30 min.	11:30 P.M.					

Night Work: Rotation Weekly
Each girl has one rest day weekly, rotating through the week.
Chart in the office.

Ages of Women on night work
Age range 18 - 33

Wages: Jan.1.1918 and hours
75 to 90

Order 27

Supplement No. 7..

1 woman	115	
2 women	110	same
6 "	100	
1 man	125	(in work for many years)
1 "	100	

Present

Nationality:
Am.

Union Membership
?

Names & positions of persons interviewed:
Mr. J. B. Aiken, Stationmaster
Two women operators, one the daughter of the Stationmaster

APR 4 1919

Date March 29, 1919 **Agent** HlenRoss

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Information Clerks

When it was found necessary to enlarge the information service, women were put on the switchboard, connected with the information window. The delay caused by the switching was found inefficient. Then the women were put on the switch board, furnished with the information concerning trains, and required to give the information direct to the one making inquiry. In order to make these women efficient, they are transferred after four hours at the switchboard to the desk outside where they meet the passengers' inquities. The switchboard operators give only local ratings or those that they are familiar with; other inquiries re ratings are referred to the desk where they are looked up.

-8-

These women have proved entirely successful in this work according to Mr. Aiken. He thinks that is is a mistake to think that women can not handle information work. His plan seems to be a very good one-- that of changing the work so that the clerk handles both kinds of inquiries. He finds that this plan makes the work less tiring.

APR 4 1919

Chicago Series # 9

City, Town or Shop Chicago

Division Union Station

Railroad

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matrons Scrubwoman	2 1	0			
		Busy station, old, crowded rest room.				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1 2	6:45 A.M. 3 P.M.	15 min.	3 P.M. 11 P.M.	One rest day	8	8	48	48

N ight Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours $47.50 | Order 27 | Supplement No. 7. $72.50 | Present $72.50

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. J. B. Aiken, Stationmaster

APR 4 1919

Date March 29, 1919

Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Term. Chicago Series # 10

City, Town or Shop	Division	Railroad
Chicago	Union Station	

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Accountants	6	0		4	Oct. 1917
	Ticket Stock clerk	1 ✓			0	
	Stenog.	1			0	
	Reservation and information clerk	2			0	
	Total	10				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	30 min.	5:30 P.M.	0	8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7. — Present

75 to 90

3 Accts. $115-
3 " 100-
Stenog. 110- ✓
3 Others 100-

same

Nationality: Am.

Union Membership ?

Names & positions of persons interviewed:

Mr. Burton, Ticket Agent

APR 4 1919

Date March 29, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Ticket Office

Mr. Burton, the Ticket Agent, was preparing two women for ticket clerks when the armistice was signed.

The women have done fairly good accounting work. One is exceptional. Lack of railroad experience and of business experience handicaps the work of women, Mr. Burton thinks, in this office.

Formerly he had 13 women in the accounting department. Reduction of work made it possible to do with smaller force.

One woman operates a comptometer.

Union.

The women do not belong to the union, Mr. Burton said, but practically all of the men in the office do. He is the President of the Ticket Agents' Association, which has no affiliation with the A F of L.

APR 4 1919

Term.

#11

City, Town or Shop	Division	Railroad
Chicago	La Salle Street Station	C and R I, N Y C and Nickel Plate

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Ticket Seller	1	0		20	Sept. 1918
	Switchboard operator	1			0	
	Stenog. and comptometer operator	1				Several years
		3				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
Stenog.	8:30 A.M.	1 to 2	5:30 P.M.	0	8	8	48	48
Telephone	7:45 A.M.	12 to 1	4:45 P.M.					
Ticket seller	8 A.M.	12:30 to 2:30	6 P.M.					

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No....7	Present
Ticket seller	77		$113-	
Telephone Op.		(new position)	80	same
Stenog.	75		100-	

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. Palmer, Ticket Agent
Ticket seller.

APR 4 1919

Date March 27, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

La Salle Street Station - Ticket Seller

This woman was employed in September. The position was anew one to meet the great increase in business. She sells at the suburban ticket window, and has proved very satisfactory. She had been ticket agent at a small station on the Elgin for six years.

Mr. Palmer thinks she handles the public remarkably well.

He has not tried women at the other windows chiefly because the hours are, He thinks, badly arranged for women. Moreover, he has no difficulty now in securing all the ~~ticket men~~ he needs.

Agent observed the work of the woman ticket seller. She was swift in her movements, genial with the public, and accurate. She enjoys her work. She does not belong to the Union but intends to join.

She works in a screened booth.

APR 4 1919

Term.

Chicago Series # 12

City, Town or Shop	Division	Railroad
Chicago	La Salle Street Station	

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Information Clerks	3	0		1	Aug. 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	9 A.M.	12 to 1	6 P.M.		8	8	48	48
1	12 N.	1 hour	9 P.M.					
1	2:30 P.M.	"	11:30 P.M.					
Man	6:45 A.M.		3:45 P.M.					

Night Work: Rotation Change in tricks is allowed and is arranges among the employees. It is not regularly done.

Ages of Women on night work

Wages: Jan.1.1918 and hours — Order 27 — Supplement No.... — Present

80 to 88 — $105, 107.50, 113

The one at the highest rate took the place of a man at the same rate. She taught the others.

Nationality: Am.

Union Membership ?

Names & positions of persons interviewed:

Mr. Palmer, Ticket Agent
One clerk

APR 4 1919

Date March 27, 1919 **Agent** Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 12

Information clerks

These clerks give information from the booth and by telephone. They answer questions concerning the departture of trains, rates of fare, character of service on each train etc.

Mr. Palmer thinks that nothing is so important in the efficient handling of the public as this service; he said that there is inevitably a "come back" from mistakes made by the Information service. Since he has employed women, he has had only one complaint of the service.

APR 4 1919

Term. Chicago Series # 13

City, Town or Shop	Division	Railroad
Chicago	La Salle Street Station	

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
6	Elevator operators	6	0		7	July 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	7 A.M.	1 hour	4 P.M.		8	10	48	60
1	7:30	"	4:30					
1	8	1 hour, 35 min	5:35					
1	8	2 hours	6 P					
1	9:15	1 hour	6:15					
1	9:30	"	6:30					

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No. 7..	Present
$65 10 "		$92;75	$92.75
Two men get a higher rate, the assistant dispatcher and the watchman.			$98.75

Nationality:	Union Membership
Am.	no

Names & positions of persons interviewed:

Mr. Frank Smith, General Stationmaster
Mr. Murray, Custodian
Operators.

APR 4 1919

Date March 27, 1919 Agent Helen Ross

WEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

LaSalle Street Station
Elevator Operators.

-1- -8-

Mr. Murray, Custodian, thinks that women can make good elevator operators if they are given sufficient training. He spends at least a week with each operator before he allows her to run the car alone; then he requires her to run the car without passengers until she has mastered it fully.

The chief difficulties with the women employees are that they often are not strong enough for the work, they are not so quick as the men, they are a little less strady in a difficult situation, and the men of the building bother them and hinder their work by their attention to them. Men will step up behind them with the remark. "You certainly look nice today"., etc.

Mr. Murray thinks that women are now about 75% efficient, but that they will improve with greater experience. He now has the most efficient force of women operators in the city.

-2-

The operators have a locker room of their own where they keep their uniforms. Thre is a woman's toilet on each floor of the building, and a rest room, comfortable, nicely furnished, and in charge of a matron, on the 14th floor.

The operators wear a neat, attractive uniform of navy blue, which the company furnishes. This is the custom of office buildings in the city. The uniform with cap costs about $37.00.

-4-

Three of the women are married to men in army service, two are widows, one is single. They range in age from 23 to 35.

APR 4 1919

Chicago Series # 14

City, Town or Shop	Division	Railroad
Chicago	La Salle Street Station	

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matrons					
	Station	2				
	Office	1 ---	new position			

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1 (station)	7 A.M.	30 min.	3:30 P.M.		8	10	56	60
1 "	3:30 P.M.		11:30 P.M.					
1 (office)	9 A.M.		5 P.M.				average 54	
				Every third Sunday off.				

Night Work: Rotation

Ages of Women on night work Over 21

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No 7...	Present
Station $50 10 "		$65	$65
Office (new position)		$75	$75

Mr. Murray thinks that the wage should be the same for the two positions.

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. Murray, Custodian
Mr. Smith, Gen. Stationmaster
Mrs. Sheddy, Matron

APR 4 1919

Date March 27, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 15

City, Town or Shop	Division	Railroad
Chicago	La Salle Street Station	

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
	Office force					
8	Sweepers	13				
	Scrubwomen	13				
5	Forewoman	1				
	Station force					
	Scrubwomen	8				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
Office	5:30 P.M.		1 A.M.	0	7 1/2	7 1/2	45	45
Station	11 P.M.		7 A.M.	One rest day	8	8	48	48

Night Work: Rotation

Ages of Women on night work

All middleaged

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No. 7	Present
$45 8 "		$70	$70

Nationality:

Polish, Slavic, chiefly

Union Membership

No

Names & positions of persons interviewed:

Mr. Murray, Custodian.

APR 4 1919

Date March 27, 1919 **Agent** Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chic. Term.

Chicago Series # 16

City, Town or Shop	Division	Railroad
Chicago	Central Station	Illinois Central

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Accountants	3 ✓	0		2	June 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M.	0	8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. 7. — Present

$80 to 90

105 ✓
110
115

See memo #17

120 ✓
125 ✓
130 ✓

Mr. Ferstel has asked for a wage increase for these accountants 120, 130, 140 but he has not succeeded in getting it so far.
The two men, who have had greater experience, are getting $136 and 145; he has asked that they be increased to $155 and $170.

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:

Mr. W. G. Ferstel, Ticket Agent

APR 4 1919

Date March 28, 1919 Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chic. Term.

Chicago Series # 17

City, Town or Shop	Division	Railroad
Chicago	Central Station	Illinois Central

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Switch board information clerks	3			2	June 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7 A.M.		3 P.M.		8	8	48	48
	3 P.M.		11 P.M.					
	11 P.M.		7 A.M.					

Night Work: Rotation

Ages of Women on night work 26, 23

Wages: Jan. 1. 1918 and hours

$55 8 "
$57

Order 27

Supplement No. 7.

1 — $82 105 ($100) *
2 — $80 100 (97.50)
(95)

see attached memo.

Present

* This change has been approved by the general office but has not yet gone into effect.

Nationality: Am.

Union Membership: No

Names & positions of persons interviewed:
Mr. Ferstel Ticket Agent

APR 4 1919

Date March 28, 1919

Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Information clerks

-1-

These women have been called switchboard operators, but they do much more than the title indicates. They give information concerning time of trains, rates etc., handling all inquiries as if they were received at at the window. In order to facilitate their work, panels of schedules arranged as a book and indexed are placed at the right of the board. This same device is arranged at each ticket window. The idea is Mr. Ferstels and has proved a great time saver.

-5- and-8-

Mr. Ferstel considers that these girls have been unusually efficient, and he has been trying for a long time to get their rate of pay increased. He thinks they are worth more than they will get under the new rate, which will go into effect soon, he thinks.

On Christmas Eve, 2300 calls came through the information switchboard. Of these, the girls were able to handle 1800, which Mr. Ferstel considers a remarkable number.

For same work women at the Consolidated Offices are getting $125.

On June 9, 1919, Agent learned from Mr. Ferstel that no action had been taken; agent then took up matter with Mr. Beem, Asst. Federal Manager. See Report of Interview with Mr. Beem, June 7, 1919.

Mr Ferstel will report to WS.

APR 4 1919

Memo re Rate of pay of telephone information clerks at I C Ticket Office, Central Station, 12th Street, Chicago.

On June 30, 1919, I called to see Mr. Ferstel, Ticket Agent, who said that as yet no results had been obtained from his appeal to the General Manger for the increase of rates of these employees and the accountants of the office, who are rated below those in the same position s in the Consolidated Offices. He has now taken up the matter with all the Ticket Agents in the city, who have presented the matter to the head of the Passenger Traffic Department of the Central Administration, hoping to secure an equalization of these rates with those ~~of the~~ employees of the Consolidated Offices. The employees in his office are growing very restive under the delay, Mr. Ferstel said.

#17

Ticket Office, Central Station — Illinois Central

Memo re <u>increased rates of Information clerks and Accountants.</u>

Agent went to see Mr. Ferstel, Ticket Agent, on October 14, 1919.

Mr. Ferstel reported that the increases asked for have been granted and will show on the next payroll.

not used

The Information clerks will now receive $100 and $105.

The Accountants will receive $120, $125, and $130.

The rates are retroactive to September first, 1919.

HR

ADJUSTMENT RE

Wages

Chicago Series No. 19

City and State	Division	Railroad
Chicago	Central Station	ILlinois Central

1. Office, Shop or Platform
Station lunch room

2. Official in Charge
Mr. Dugan, Sup't. Dining Service, I C

3. Employee Involved
Mrs. Hayes and Miss Mame Corts

4. Address-street number if necessar

5. Source: Mr. Mac Loone, B of R C

6. Statement of Case:
These cashiers are doing more than 50% clerical work and should be rated at $87.50 according to SUp. 7 to G. O. No. 27.

7. Action by Agent:
Investigation and report to office.
Agent has not yet been able to see Mr. Dugan nor his Chief Clerk
June 7, 1919. Cashiers now called Restaurant Employees and rated at $70 per month.
1 1/4 hours overtime daily pro rata.

June 26, 1919 Reported by Mr. F. E. Brightsen, Ch. System Bd of Adjustment, I.C. that case has been taken all the way up to F.M. and is now being appealed to Div. of Labor. Mr Brightsen called to see Miss Goldmark, at office.

8. If unadjusted, name of next higher official with address:
Mr. Dugan, Sup't. Dining Service. A. E. Clift, Gen. Mgr. Central Station, Chicago

9. Action by Office:

10. Statement of Adjustment made and date:

APR 4 1919

11. Date of Inspection March 28, 1919
USRA-WS No.3

12. Name of Agent. Helen Ross

Series #1 Form H. S. 9 A.

Term.

Chicago Series # 19

Town or Shop	Division	Railroad
Chicago	Central Station	Illinois Central

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Cashiers	2 ✓	0		0	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	6 A.M.		3 P.M.	same	9	9	63	63

Night Work: Rotation none

Ages of Women on night work About 35

Wages: Jan. 1. 1918 and hours	June 6, 18 Order 27	Supplement No. 7	Present
$45	$55 (with back pay)	$60 ✓	$60

(5 increase said to be a "voluntary raise")

Nationality: Am.

Union Membership yes

Names & positions of persons interviewed:

Miss Mame Corts, Cashier
Mrs. Hayes "
Mr. Mac Loone, Brotherhood of Railway clerks

APR 4 1919

Date March 28, 1919

Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 19

Complaint of Cashiers at Central Station Lunch Room, I C

1. Source--
Mr. MacLoone of the B of R C inquired of agent if these women should get the minimum rate for clerks, and asked agent to investigate.

2. Statement of complainant, March 28, 1919.

Description of daily work of Miss Corts.

Arrives at 6 A.M., checks the register, checks the cigars, counting every cigar in each box, gets out menu cards, looks them over to see that they are clean, puts on new "specials" when necessary, and lays them on the buffet in the dining room, which adjoins the lunch room, gets out check books for the waitresses, makes a list of the books with the name of each waitress, which she checks off at the end of the day. The above work requires about an hour and a half.

From 7:30 to 8:30, she is busy at the cashier work, receiving and changing money.

From 11:30 to 1, she is again busy at the cash register.

The rest of her time is taken up with the following work:

She enters in a book each check brought from the dining room, she keeps the lunch room checks in pockets and totals them, (she used to enter these also, and sometimes had as many as 1100 a day- this practice has been discontinued), counts the number of people who have been in the dining room and enters the total in another book, makes out a cigar sheet daily (form filed herewith), makes a rough sheet statement of the business of the previous day, and a final statement of the business of the day (form filed herewith). The statement for the previous day must give percentages of lunch room and dining room receipts.×

Miss Corts said that frequently officials, who eat there, said to her that she should be getting more money for her work, that she came under the classification of clerks, but that always they warned her not to tell anyone that they had said anything about it. Finally, she wrote to Mr. W. E. Francis, Superintendent of Dining Service, (deceased). Her letter and his reply are filed herewith.

Opinion of agent--- that these two women are doing sufficient clerical work to be classified as clerks. They should receive $87.50.

×Mrs. Hayes' work is practically the same.

APR 4 1919

19

COPY

Chicago
October 20, 1918

Mr. W. C. Francis
Sup't. Of Dining Service
Illinois Central

Dear Mr. Francis,

My check for first period of October shows a raise of $5 per month in my salary instead of $15 and back pay for the month of September, 1918 per instructions of Supplement 7 to General Order No. 27, issued by W. G. Mc Adoo, Director General of Railroads. Please advise at your earliest convenience why the regular raise has not been granted me.

Respectfully yours,

Mame N. Corts,
Cashier I C RR Dining Room.

APR 4 1919.

19

COPY

Chicago
October 22, 1918

Miss Mame N. Corts,
Cashier, Dining Room, Central Station

Dear Madam

Replying to your letter of the 21st. in regard to increase in wages according to Supplement No. 7 to General Order No. 27, issued W. G. Mc Adoo, Director General Of Railroads.

For your information, dining car and restaurant employees are not mentioned in Supplement No. 7 to General Order No. 27. Consequently your wages were not increased according to the Supplement.

Respectfully yours,

W. E. Francis,
Sup't. Dining Service

by Dugan.

Agent's note--- According to Miss Corts, the cashiers were told that their increase on October 28 from $55 to $60 was a voluntary raise granted them by the company.

APR 4 1919

Interpretation desired!

Re Chicago Series # 19 Progress report

Mr. Mc Loone has taken up the case of the women cashiers of the I C lunch room. A hearing was held on April 29, by Mr. Mc Loone and Mrs. Hughes organizer for the B of R C, with Mr. Dugan, head of Dining Car service.

Mrs. Hughes reported to agent that Mr. Dugan has refused to consider these women as clerks and that the case will be appealed immediately to Assistant Superintendent, Mr. Downs. Mr. Dugan takes the stand that as restaurant employees, these women have no place in Supplemmt No. 7, which does not mention them specifically.

Agent's question : Will the new dining car order affect the rating of these women ?

No - They are under clerk order.

Answer to inquiry from office April 15, 1919

May 9
Promoted $7.50

May 26
now classified as Rest. Employees with 1½ hours overtime daily

APR 17 1919

9c

Memo

Re Cashiers in Railroad Restaurants and Lunch Rooms

Mr. Dugan, Head of the Dining Car Service of the Illinois Central told agent on April 4, 1919, that they did not consider that these women were affected by any of the Supplements since the "restaurant employees" are not mentioned.

Two women employed at the 12th Street Station Lunch Room receive $60, which is not even a $25 increase over their salary of Jan. 8, 1918, $40.

Two women employed in the same capacity at the 63rd. Street office building receive $55.

(Cashiers in the Northern Pacific Lunch rooms received $87.50.)

20

20

How to dance
day & night
tricks ?

omitted

OCT 1 1919

Letter to H Ross

69

Chicago Series # 20

Chicago, Sept. 24

SEP 25 1919

Memo re salaries of agents and garewomen, I C suburban stations.

Agent had recently requested a statemant concerning the rating of these women for our compilation.

Agent heard from the B R C that the agents in the above group have recently been taken over by the O R T, which has been ih conference here with the I C officials, and that the agents will now come under Sup. 13 to G. O. 27, and will advance to a rate of 48¢ per hour. Formerly they had been classified as clerks at $87.50, with overtime. Most of them work from 9 to 10 hours.

The justification for the change is found in the technicality that these women are bonded, that they are responsible for all accounts, and must sign their names to all reports as "agent". The B R C is not happy about the change. About 25 or 30 women are affected.

The B R C thinks that the change will cause considerable dissatisfaction with the gatewomen, who remain on the $87.50 rate. The latter have always "relieved" the agents for short periods.

Agemt called to see Mr. Chas. Brussow, Chief Clerk to Mr. Hilgartner, Supt. of the Suburban Service. He said tha t nothing official had been ordered about the changes, that he expected to hear withih the week. He thinks the old arrangement for relief will go on without trouble.

H. R.

Term.

Chicago Series # 20

Town or Shop	Division	Railroad
Chicago		Illinois Central

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Agents or (Ticket sellers)	96	0		None at suburban stations	1893
?	Gatewomen	34			15 (at busiest stations)	
		?				
		130				

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
Day work Agents	From 5- 6:30 A.M.		From 2-3:30 P.M.	Same	8 or 10	8 or 10	56 or 70	56 or 70
Night Agents	From 2-3:30 P.M.		From 10- 1 A.M.					
Gatewomen all work broken hours, with various "spreads" of time. Spreads From 6 A.M. to 7:45 P.M.								

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — Agents - $35 - $40; Gatewomen $50 to $80

Order 27

Supplement No..7. — Agents all but one at $90 get 87.50; Gatewomen $87.50 to 105.75 ? overtime

Present

96 agents re classified at 48¢ — 129.60 need. x 9 x 30.

Nationality: Am.

Union Membership many

Names & positions of persons interviewed:

Mr. Scuffham, Chief Clerk to Mr. Hilgartner, Superintendent of Passenger Service.

APR 4 1919

Date March 29, 1919 **Agent** Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # 20

Ticket agents and gatewomen.

-1-

The I C runs a suburban line to South Chicago. At all the suburban stations, women act as ticket agents. They sell tickets, and do the accounting.

The gatewomen punch or clip the suburban tickets

-2-

In many of these suburban stations, there are no toilet facilities whatever. The company is planning extensive improvements, and many of the stations are temporary, but they have been so for several years. The women can go to a better equipped station. When the agent is off duty, the gatewoman takes her place, and vice versa. The small frame rooms that many of them use are heated by a coal grove.

-3-

Mr. Scurfham said that as thsese women leave the service their places will be filled with men. The women now employed are protected by seniority. Agent inquired why the change in policy, and was told that the returning soldier had nothing to do with it, also that the places would not be held for the aged or infirm employee, as in some roads in similar positions. The only reason given was that there has been some dissatisfaction regarding the women employees. The Chief Clerk could give no further explanation. Many of the women have been in the service for ten years.

The roster was not posted in the main office, but it is accessible, the Chief Clerk said. He thinks there is no reason for posting it since the employee would have to inquire of him where it is anyhow. Agent saw the roster. The Chief Clerk said that seniority ruled absolutely, and all of the women are well acquainted with their standing.

-6-

Agent inquired if there were any plan to change the hours to eight, and was told that there was none.

APR 4 1919

File with Chicago Series # 20

Re Chicago Series # 20 I C Ticket sellers

Toilet facilities: In suburban stations where no facilities are provided, it is arranged that a seller may leave her station between trains and go to the toilet of a nearby dwelling, or she may leave the gatewoman in charge of the office while she goes on the train to a station where facilities are provided. One woman reported that she and others whom she knows have provided themselves with a vessel for use in the office.

Answer to inquiry from office April 15, 1919

Chicago Series # 20 I C Ticket sellers

Re dissatisfaction with women employees. Only the Chief Clerk to the Superintendent of Suburban service has told agent that the woemn have not been satisfactory in this work. Agent had made inquiry of Mr. Eschen, Auditor of Ticket Recipts and of Mr. Outerbridge, Ticket Collector, both of whom report that the women have given excellent service, that they prefer them to men, and that there is no plan to replace them with men.

The onlycriticism that agent could get from Mr. Scuffham, the Chief Clerk is that the women have quarreled considerably among themselves, and that the conduct of some of them in the past has been subject to criticism.

Mr. Outerbridge and Mr. Eschen said that it would be impossible to get men for this service who are as capable as the women because of the rate of pay.

Answer to inquiry from office April 15, 1919

Chicago

Memo re rulings of factory inspectors of Illinois.

Agent had been informed by one official of the C M and St. P RR that the factory inspectors had a ruling that cloak rooms must be sufficiently large so that the wraps of one person would not touch those of another.

On April 18, 1919, Agent called to see Mr. R. W. Hamilton, Asst. Chief Factory Inspector, 608 South Dearborn Street.

There is no written ruling that includes the above, but the factory inspectors have agreed that such a standard is necessary for the safety of the employees, and having so interpreted the "Health, Safety and Comfort Law", which demands "there shall be provided sanitary and suitable dressing rooms", attempts to to enforce this standard. The factory inspectors are given the authority to interpret such laws. However, this law covers only "mercantile establishments, mills or workshops". Technically, therefore, the factory inspectors do not have authority to enforce this standard in offices. During the epidemics of the past winter, Mr. Hamilton said that they tried to enforce this standard in every place of business.

Whenthe factory inspectors were called in to the Lytton Building this winter to regulate the ventilation of the C M and St. P offices there, it was decided that they had no authority to do anything in an office under Federal control.

(1 - 34 inclusive)

110

Rough Sheet Hrs

INSPECTION SHEETS Hall

Morris & Essex Series DELAWARE, LACKAWANNA & WESTERN

R.R. No.	Series No.	Occupation		Address
1	(1)	Car Cleaner	Coach Yard	Hoboken, N. J. - Pullman Co. (Christopher St.
2	(2)	Ferry Ticket Choppers	Marine Dept.	Hoboken, N.J. (Barclay St. & New York (23d St.
3	(3)	Ferry Ticket ~~Choppers~~ Seller	"	" "
4	(4)	Dishwashers	Restaurant & Lunchrm.	Hoboken, N.J.
5	(5)	Cashiers	" "	"
6	(6)	Clerks	Storehouse	"
7	(7)	Ticket Seller	Ticket Office	Orange, N.J.
8	(8)	Tower Woman	Signal Tower	"
9	(9)	~~Matron~~ - Cleaner	Station	"
10	(10)	Clerk	Freighthouse Off.	"
11	(11)	Phone Op.	Master Mechanic	Kingland, N.J.
12	(12)	Clerk	Master Mechanic	Kingsland, N.J.
13	(13)	Clerk	Storekeeper	"
14	(14)	Attendant	Storeroom	"
15	(15)	Clerk	Master Painter	"
16	(16)	Washer: Painter's Helper	Paint Shop	"
17	(17)	Laundress	Laundry	"
18	(18)	Clerk	Div. Supt.	Hoboken, N.J.
19	(19)	Matron	Station	"
20	(20)	Matron	Station	Montclair, N.J.
21	(21)	Ticket Seller	Ticket Off.	"
22	(22)	Towerwoman	Signal Tower	"
23	(23)	Matron	Station	Brick Church, N.J.
24	(24)	Matron	Station	East Orange, N.J.
25	(25)	Elev. Op.	Marine Dept.	23d St. Ferry House, N.Y.

Morris & Essex Series DELAWARE, LACKAWANNA & WESTERN

R.R. No.	Series No.	Occupation		Address
26	(26)	Matron	Ferry House Waiting Rooms:	Hoboken Terminal Barclay St. Christopher St. 23d St. 14th St., Hoboken
27	(27)	Clerk	Frt.Off. Westbound Revision Dept.	Hoboken Station
28	(28)	Clerk	Frt. Off. Eastbound "	" "
29	(29)	Clerk	Frt. Off.	Hoboken City
30	(30)	Watchwoman		
31	Not assigned			
32	(32)	Clerk		Pier #68 - New York City
33	(33)	Clerk		Pier #41 - "
34	(34)	Clerk		Pier #13 "
Pullman 26	1-a	Car Cleaner	Coach Yards	Hoboken, N. J.
27	1-b	Coach Cleaner	" "	" "
2	1-c	Seamstress	" "	" "

#4

mrt (4)

Town or Shop	Division	Railroad
Hoboken, N.J. Restaurant and Lunchroom	Morris & Essex	D. L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Dishwashers	7	0	7	4	One year ago

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
4	7 A.M.	(breakfast & lunch)	4 P.M.	7th. day off.	8	8	48	48
3	11 A.M.	(lunch & dinner)	9 P.M.					

Night Work: Rotation

No rotation of shifts

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No. 7	Present
8 hrs.	$40	$50	$65	$65 (men same)

JUN 7 1919

Nationality: Colored

Union Membership: No

Names & positions of persons interviewed:

R. W. Allison, Asst. Supt., Dining Car Dept.

(F. A. Stein, Supt., came in at end of interview)

Date May 2. 1919 Agent E. R. Hall

JUN 1919

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

USRA-WS No. 3

D. L. & W. - Hoboken, N.J.

Restaurant and Lunch Room - Dishwashers.

8.

These women have been used recently as an emergency, but the Asst. Supt. reports them as being unsatisfactory in comparison with men for the needs of the position. In addition to the actual washing of dishes, it is necessary for the steward to depend on persons in this position to carry heavy loads of dishes, fetch ice and other supplies, and in many ways to render service too heavy for the general run of women. As fast as possible, therefore, they are filling vacancies with men on the ground that men render more efficient service, but they are not replacing any women who do not leave of their own accord.

JUN 7 1919

ADJUSTMENT RE No. 19

Matrons classed as Janitresses

City and State	Division	Railroad
Hoboken, N.J.	Morris & Essex	D. L. & W.

1. Office, Shop or Platform
Women's Waiting room, Hoboken Terminal

2. Official in Charge
H. Byrnes, Station Master

3. Employee Involved
Three Matrons

4. Address-street number if necessar

5. Source:
Inspection of Agent.

6. Statement of Case: These women are doing the work of Matrons exclusively, as that is commonly understood, with no duties outside the inner rest room. Their pay prior to Jan. 1. 1918 was $32, entitling them to $57 under Suppl. 7. (Cf. Montclair, Brick Church, East Orange - #20, 23, 24). They were raised to $70 dating from Sept. 1, and are now carried on the books as Janitresses.

7. Action by Agent: May 29. Agent called to see Division Supt., who was out. Talked with G. R. Higgins, Chief Clerk, who has charge of the care of stations along the line. Agent called attention to the classification of these positions in connection with # 9, 20, 23, 24. Chief Clerk asked if agent objected to rate and wished to have it reduced. Agent explained that she was calling attention merely to the matter of classification - that if the present rate was found to be necessary to secure efficient service, it should be paid by special authorization and not through wrong classification. Chief Clerk made note of objection.

8. If unadjusted, name of next higher official with address:
H. H. Shepherd, Genl. Supt., Scranton, Pa.

9. Action by Office:

JUN 7 1919

10. Statement of Adjustment made and date:

11. Date of Inspection May 12. 1919
USRA-WS No.3

12. Name of Agent. E. R. Hall

19

Town or Shop	Division	Railroad
Hoboken, N.J. Station	Morris & Essex	D. L. & W. (19)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Matron (Classed as Janitress)	3	0	3	0	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	7 A.M.	11.30 - 12.30	4 P.M.	Every third off*	8	8	56-	56-
1	9 A.M.	1 - 4	8 P.M.					
1	4 P.M.	-	11.45 P.M.				50 2/3	
			1	8 - 4				
		* Sunday:	1	4 - 12				
			1	off				

Night Work: Rotation — Alternate tricks every 3 weeks.

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No. 7.	Present
8 hrs.			
$32	$52	$70	$70

JUN 7 1919

Nationality:	Union Membership
Negro	No

Names & positions of persons interviewed: H. Byrnes, Station Master; Eliza Jordan, Matron

Date May 12. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

D. L. & W.
Hoboken, N.J. - Terminal Station and Ferryhouse.

Matrons

1.

There are two women's rooms in the Hoboken Terminal - one upstairs opening from the ferry concourse, the other opening from the main waiting room. Three matrons have charge of the two rooms. During a short time at the beginning and end of the day, one divides her time between the two; during the hours of busy travel there is a woman on duty in each.

These matrons take charge of the rest rooms, sweep up and dust during the day and attend to the needs of travelers. They clean the toilets, and (downstairs) take charge of the pay toilets, for which money they are under bond. The station master, who supervises this department, reports that the toilets are steam cleaned (sterilized) and the floors of the rest rooms mopped each night by men.

5.

The pay of this position in January 1918 was $32 (cf. Orange, E. Orange, Brick Church and Montclair). While the suburban positions are still classed as Matrons and paid $45 and $57, in spite of the fact that much of the station cleaning is included in their work, the three women at Hoboken are now classed as Janitresses at the minimum $70, although they do no heavy cleaning.

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ADJUSTMENT RE **No. 20,23,24**

Matrons doing work of Janitresses

City and State	Division	Railroad
Montclair Brick Church East Orange	Morris & Essex	D. L. & W.

1. Office, Shop or Platform
Station

2. Official in Charge
S.Myers,Montclair; John Van Wie,Brick Ch.
F. W. Johnson,East Orange.

3. Employee Involved
Three matrons

4. Address-street number if necessar

5. Source:
Inspection of Agent.

6. Statement of Case: These women are classed as matrons while doing much of the work that should entitle them to classification as janitresses. The line of demarcation between these two positions should be determined and applied to these and similar cases.

7. Action by Agent: May 29.
Agent called to see Division Supt.,who was out. Talked with Chief Clerk (G. R. Higgins),who has the supervision of the care of these stations. Agent suggested that,in order to make full position of janitress,mopping and platform work now done by men could be given to women,or one woman be given charge of present work in two neighboring stations. If position is retained at pay of matron it should be relieved of such heavy work as station cleaning and window washing. Chief Clerk made note of suggestions,but thought that if change made in rate position would have to be given to man.

8. If unadjusted, name of next higher official with address:
H. H. Shepherd,Genl. Supt.,Scranton,Pa.

9. Action by Office:

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10. Statement of Adjustment made and date:

11. Date of Inspection May 12 & 17. 1919

12. Name of Agent. E. R. Hall

USRA-WS No.3

20

(20)

Shop or Station: Glen Ridge, N.J.

Division: Morris & Essex

Railroad: D. L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Matron	1	0	1	0	Always (This woman 4 yrs.)

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	7 A.M.	12 - 1	4 P.M.	About 2 hrs. Cleans up.	8	8	56 -	56 -

Night Work: Rotation

No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours 8 hrs.

1915

$30 $32

Order 27 ($50)

Supplement No. 7.. ($57)

Present $57

Adjusted in Oct. 1918

JUN 7 1919

Nationality: Negro

Union Membership No

Names & positions of persons interviewed:

S. Myers, Station Agent
Ollie Thompson, Matron

Date May 12. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

D. L. & W.
Montclair, N.J. - Station

Matron

1.

This is a modern, well equipped station, with up to date toilet accommodations, tile floors, oiled wood benches, &c.

The matron cleans the women's waiting room and toilet, and, in the outer room, cleans the ticket office, polishes the brass trimmings, dusts and oils the woodwork and washes the inside of the windows. The baggage man mops the station floor at night and keeps the men's toilet.

5.

As at East Orange and Brick Church this position was paid $30 in 1915 and $32 prior to Jan. 1. 1918. No advance was made in June under G.O. 27, and the matron reports that when she spoke to him about this, Mr. Higgins, Chief Clerk to the Supt., told her that she was not entitled to anything. She then wrote to Washington and heard in reply that she should have a raise. The station agent then took the matter up with the Supt's office and in October the adjustment was made for the new rates authorized by G.O. 27 and Suppl. 7. (Following the adjustment in her case, similar adjustments were made at East Orange and Brick Church. All these women now receive $57.)

Since her work is reasonably light and there is a man responsible for some of the heavy cleaning, it is perhaps a question whether this woman can rightly be classed as a Janitress at $70. (See, however, "janitresses" at Hoboken station, who do no heavy cleaning, and whose pay prior to Jan. 1. 1918 was also $32.) It would seem right that she should be given the extra work with the title and pay of a janitress, since her duties already cover much of the work belonging to a janitress.

A study of the caretakers' positions at Montclair, Orange, East Orange, Brick Church and Hoboken, show the uncertain line that divides the duties of Matron from that of Janitress.

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Town or Shop: Brick Church, N.J. Station

Division: Morris & Essex

Railroad: D. L. & W. (23) # 23

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Matron	1	0	1	0	1914

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	6.45 A.M.	-	2.45 P.M.	Yes Part time 2 hrs	8	8	56 - 50+	56 -

Night Work: Rotation

No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours | Order 27 | Supplement No.... | Present

1915

$30 $32 ($50) ($57)...Adjusted in Jan. 1919

JUN 7 1919

Nationality: Negro

Union Membership: No

Names & positions of persons interviewed:

John Van Wie, Station Agent
Elizabeth Smith, 332 New St., Newark, Matron.

Date May 17. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

24

Town or Shop	Division	Railroad
East Orange, N.J. Station	Morris & Essex	D. L. & W. (24)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matron	1	0	1	0	1914

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	6.30 A.M.	12 - 1.30	4. P.M.	Same	8	8	56	56

Night Work: Rotation No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

1915

$30 — $32 — ($50) — ($57).... Adjusted in Jan. 1919

JUN 7 1919

Nationality: Negro

Union Membership No

Names & positions of persons interviewed:

F. W. Johnson, Station Agent
Patience Jackson, Matron

Date May 17. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

23 & 24

D. L. & W.
Brick Church and East Orange,N.J.

Matrons.

1.

Brick Church and East Orange stations are very much alike - old fashioned brick buildings with inadequate toilet facilities,and waiting room with wooden floor and heated with a big stove. They are among those not yet renewed in the remodeling of the road to eliminate grade crossings. As this work progresses these stations will undoubtedly be remodeled on the order of the present up to date stations at Orange,South Orange,&c.,and the matter of ther care will have to be newly considered.

The matrons at present in charge of these two stations are a fine type of courteous old fashioned negro. They were first employed in 1914 at the request of the Woman's Club of Orange,which complained of the inadequate care of the waiting rooms and toilets along this section of the road.

They clean the women's toilet and the entire inside of the station,including the ticket office,and wash the windows. The floors of the women's room and the ticket office are scrubbed - that of the station swept and mopped,and the walls wiped down with a long brush. Extra men - the bootblack at East Orange and a watchman at Brick Church - are supposed to do the men's toilet, the fire in winter,and the outside platform work. The bootblack at Brick Church is paid $65 for this extra work as janitor and for assisting the baggage man. In enumerating her duties the matron in East Orange said she sometimes did the back platform and the fire,but didn't have to "less'n the bootblack didn't git 'em done" - then she doesn't like to see the platform so dirty and "jes' jumps in and sweeps it off". She also quite often builds the fore as "the people complains when there ain't none". She never cleans the men's toilet.

At Brick Church the matron described the same duties. She did not mention the platform,but admitted that she sometimes had to make the fire.

5.

The pay of these two posts was fixed at $30 in 1914 and continued at that rate until 1916,when it was raised to $32. No raise was given under G.O.27. (The agent at Brick Church explained that at that time the position was considered a part time position). But in January 1919,the rate was adjusted on the basis of $20 flat advance on the 1915 rate from January to June,and $25 increase on the rate of Jan.1.1918,dating from Sept. 1.

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8.

The agents in charge at both stations spoke well of these women,but didn't seem to think their work justified the money spent on them. They thought certainly they were not worth $70. At Brick Church the agent spoke of it as "an hour's work a day". The matron said she was not working steadily all day, but there were things to do "on and off" all day. She thought counting it straight work the cleaning took between four and five hours a day.

This agent also said that they expected to do away with all the women at these stations and put in men. Men could manage the inside and outside work and their employment would do away with the overtime paid for extra service here and there.

9.

The work of these two positions is fairly easy, but it includes so much cleaning outside the women's room that there is some ground for considering the women's right to be classed as Janitresses. If the work at one station (in its present construction) is not enough to fill the full day, two stations could be combined under the charge of one woman, as the stations are very near together and the trains frequent. Or, it would be quite possible to depend regularly on the women for the care of the platforms as at Orange, in which case the position at each station would be a full one, and the casual help of extra men (largely shirked) would be done away with.

(At the time the Women's Club of Orange made its complaint and secured the appointment of women at the stations, I happened to be Field Secretary for the Club and made the investigations on which the complaint was based. At that time the cleaning was all done by men - usually the bootblack or the baggage man. The work was badly neglected and the waiting rooms and toilets in a shocking condition. Although now, with a better standard established and a man appointed especially for this work, it would undoubtedly be better done than before, there is every reason to suppose that it would not be done as satisfactorily as by women.)

Edith R. Hall

JUN 7 1919

#25

Town or Shop	Division	Railroad
23rd. St. Ferry House New York City	Marine Department	D. L. & W. (25)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
6.	Elevator Operator	1	0	1	0	Eight months ago. This woman previously a matron.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	9 A.M.	1 - 3	7 P.M.		8			
	Porter operates from 1 to 3. Not running before 9 or after 7.							

Night Work: Rotation

No night work

Ages of Women on night work

Wages: Jan.1.1918 and hours — 8 Hours. $60 | Order 27 $74.73 | Supplement No. 7 $85 | Present

Nationality: Negro

Union Membership No.

Names & positions of persons interviewed:

H. R. Newkirk, Asst. to Mgr., Marine Dept.
Gertrude Johnson, Elevator Operator
(refused information by instruction)

Date May 17....June 2. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

#26

, Town or Shop Ferry House Waiting Rooms: Hoboken Terminal, Barclay St., Christopher St., 23rd. St., 14th. St., Hoboken

Division

Railroad D. L. & W. (26)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Matrons	5	0	5	0	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
5	8 A.M.	12 - 2	7 P.M.	Every Sunday 8 - 10	9	9	63 - 58 1/3	63 -
				Every third Sunday full time. On full time Sunday goes the rounds of all the ferries.		(Paid 1 hour overtime)		

Night Work: Rotation No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No....	Present
All	$40	$51.80	$65 (+ overtime)	

Nationality: Negro

Union Membership No

Names & positions of persons interviewed:

H. R. Newkirk, Asst. to Mgr. Marine Dept.
W. H. Trumps, Timekeeper,

Date June 2. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum.

Matrons at Ferry Houses.

On June 14 I visited the Ferry Houses where these matrons are in attendance.

At Hoboken Terminal ferry and at 23rd. St. the women were absent, having been detailed for duty on an excursion boat sent out by the railroad with some of its employees.

At both these places the toilet room is very small - not over 8 x 12 feet - with a single wash bowl and two or three toilet compartments. The equipment is old and dingy, but gave evidence of good care.

Barclay St. Mrs. S. W. Jerrotte, an old negress, who says she has been with the Company for over 15 years, is in charge. The whole room tended by her is not over 10 x 15 feet, with wash bowl and four toilet compartments. There is one window opening into the ferry runway, which she says she washes. She does no work outside.

Barclay St. is perhaps the busiest of the ferry slips, with many women and children of all sorts using the toilets. Though the place is small, the care of it is doubtless pretty constant, with continuous cleaning up. Everything was well scrubbed and clean.

Christopher St. Margaret Tully is the only white woman among the ferry matrons. The room is similar to that at Barclay St. She does no work outside, but says the people are often cranky and need lots of attention. The room is well kept.

14th. St. Hoboken This station is in charge of Mrs. Nannie Taylor (colored) The Women's Room consists of an outer rest room, about 12 x 15 feet, with bare floor and wooden seats around the wall, and an inner toilet room with wash bowl and three toilet compartments. The seats are old and split, and the walls in need of paint, but everything is scupulously clean. The travel is only that of the local ferry, so that the room is not used by many.

The woman gave her hours slightly different from the schedule given me in the office for all the matrons, but the total hours are the same. She works nine hours, 6 to 11 and 1 to 5. She has part of her time occupied outside the Women's Room. From 6 to 7 she cleans the office of Mr. Charles Emery, Chief Engineer, about half a block up the street from the ferry. During the day, whenever convenient, she also puts in order two rooms upstairs in the ferry house containing six beds used, she thinks, by ferryboat captains.

N.B. The pay of these matrons ($65 + 1 hr. a day overtime) is out of all proportion to the work done, compared with the matrons at Orange, East Orange and Brick Church.

City, Town or Shop: Coach Yard, Hoboken, N.J.

Division: Morris & Essex

Railroad: D. L. & W. M&E (1)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
3.	Car Cleaners	8	0	0	105 (only 2 doing exactly same work)	During war.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
2	7.30 A.M.	12 - 1	4.30 P.M.	No	8	9	48	54
6	8 A.M.	12 - 1	5 P.M.					

Night Work: Rotation

No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours 10 hrs. 25¢

Order 27 Reg. order 29-3/4 32¢

Supplement No. 4 Reg. order 37¢

Present 40¢ 83.2°

(all men same)

Nationality: (3) Amer., Irish, Polish, Italian, German, English

Union Membership: No

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Names & positions of persons interviewed:

J. P. Brogan, Asst. Master Car Builder (in charge of cleaners)
Joseph De Carlo, Leader of Inside Cleaners
Cleaners: Mary Daly, Mary Connelly, Florence Schaefer, Mary Granda, Emma Sauter

Date April 29 & May 2. 1919

Agent Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

1

D. L. & W. - Hoboken Car Yards
Car Cleaners.

1.

Car cleaners on this road have their jobs highly specialized - e.g. brass cleaners, vacuum cleaners, moppers and sweepers, outside laddermen, outside truck cleaners, window cleaners (outside and inside), toilet cleaners, modockers.

The work of women cleaners on this division is confined to inside window cleaning, except that one woman is assigned to dry wiping of the side woodwork of cars and toilet rooms. Eight women and two men cover this job, each doing about 40 cars a day. The thoroughness of the cleaning is according to the condition of the windows and the time available. Usually the glass and frame is merely wiped off with dry waste and the shade adjusted. From time to time as it is needed a more thorough cleaning is given with Tripoli. Each worker uses her judgment in the apportionment of t time, but the foreman gives general directions as to which cars are to be slighted and where the workers are needed for emergency.

All other inside work and all outside work (including outside work on Pullmans) is done by men.

done by R.R.

2.

A large and very well appointed rest room and toilet is provided on the second floor of an office building at the station end of the car yard. The women are delighted with their accommodations and evidently make general use of the room, as all eight of them were found the -at the noon hour. The location of this room is convenient to part of the cars, which are cleaned at the station between trips. It is about an eighth of a mile from the lower tracks, where trains lying by for a longer period are cleaned, but is reasonably accessible even from here.

5.

Until the war emergency only men were employed as cleaners by this road, and the women from the beginning have enjoyed the same pay as men. Under Suppl. 4. the common rate was 37¢. This was recently raised to 40¢ for both men and women by authority of the Regional Director. Considerable dissatisfaction has been expressed by the men over the fact that women receive the same pay. This has been met by the ruling that women shall be allowed to work only 8 hours, while the men work 9! All jobs, inside and out, pay the same, except the icing, which is done by a man classed as a trucker at 43¢.

(Attention is called to the lower rates paid by the Pullman Company to women working side by side with the D. L. & W. women and at harder work. This is probably possible only because the Railroad is not employing more women and has few vacancies.)

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6.

Women now work only eight hours. They formerly worked ten with the men, but were limited to nine and then to eight as a concession to the men, who objected to their receiving the same pay as themselves. (This statement was made to me both by the Master Car Builder and the Foreman.)

7.

The policy of employing women at all is new and due to wartime necessity. During the war eleven or twelve women were employed and they were used for a good deal of the heavier work, such as cleaning headlining, scrubbing, lifting cushions for vacuum cleaning, &c. At one time they worked ten hours. This time is looked back to by the women as a strenuous period - "Believe me", they say, "we did our bit !". When the need was over they were assigned exclusively to window work as being the easiest job and the only one not too hard for women. This shift seems to have been fairly made, men gradually being taken on to replace such of the women as resigned. Mr. Brogan, Asst. Car Builder, in charge, says he does not intend to hire more women.

8.

In describing the window work now largely done by women Mr. Brogan spoke of it as the job formerly given to decrepit old men in the service, for whom work had to be found. When, later, I asked about the efficiency of the women as compared with men, he rather reluctantly admitted that their work was pretty good - about as satisfactory as that of the men. He said he picked the women carefully and had a fine lot. I expressed surprise that on this easy job carefully chosen, vigorous young women were only about equal to decrepit old men, at which he bridled up and said: "Well, I said they were just as good - maybe sometimes better."

Later, the Foreman, Joe DeCarlo, told me there was no comparison. He said that formerly he had constantly to pursue the men to fix responsibility for slack work here and there. He mentioned particularly their repeated neglect in not pushing up the shade to wash the small upper sash. He says he has never once had to call the women back for neglected work. He attributes their greater care partly to their innate housekeeping sense and greater conscientiousness, and partly to the fact that the positions are considered good and they are afraid of losing them.

9.

The work done in Hoboken under Mr. Brogan's supervision appears to be well planned and carried out, and the women are well cared for. I think his policy of using women for so small a part of the work is due to personal prejudice and habit rather than to any proof that the work is better done by men. It is likely that their numbers will be quickly increased and their field of work again extended when there is another shortage of men.

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#2

City, Town or Shop	Division	Railroad
Hoboken, N.J. & New York (Christopher St. Barclay St. 23rd. St.	Marine Dept.	D. L. & W.

Note (2)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
1 (?)	Ferry Ticket Choppers Attendants	14 ✓	0 (all over 25)	0	6 (5 nights 1 extra)	Oct. 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
6	5 A.M.	-	1 P.M.	Yes	8	8	56	56
6	1 P.M.	-	9 P.M.				+ 65	
1	5.30 A.M.	12 - 2 P.M.	6.30 P.M.	*	11 *	8	69-1/2 - *	56
1	6 A.M.	12 - 2 P.M.	7 P.M.	#	11 #	8	73 - # + 68 1/2	56

Night Work: Rotation Regular night work done by men (9 P.M. - 5 A.M.) Women on 1st. & 2nd. tricks alternate daily

Ages of Women on night work 35 - 55

* Sat. 11.30 A.M. - 7 P.M. ..... (7-1/2 hrs.)
Every 3rd. Sun. 2 - 9 P.M. ..... (7 hrs.)
\# " " " " ..... (.7 hrs.)

Wages: Jan.1.1918 and hours	Order 27	Supplement No....	Present
8 hrs. $65	$74.20	$90	$90

(Plus overtime pay for extra choppers)

* These av. hrs. per day are on basis of actual time worked during 1 year.

Nationality:	Union Membership
American	No

Names & positions of persons interviewed:

H. R. Newkirk, Asst. to Mgr.
F. W. Trump, Timekeeper
Capt. J. M. Emery, Manager.
Phoebe Whinn, Chopper
Catherine Grant "
Martha Stager "
Sarah Perry "

Date May 2..... June 2. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

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2

D. L. & W. - Hoboken and New York.

Ferry Ticket Choppers

1.

These choppers work in pairs with the Ticket Sellers, one on the 1st. and one on the 2nd. trick, at each of the six posts (Hoboken Ferryhouse, upstairs and downstairs, Barclay St., Christopher St., 23rd. St., and Hoboken 14th. St.). The three extra choppers work a fixed schedule at Hoboken Ferryhouse and Barclay St.

Stools are provided at the boxes, which are used except at the rush hour, when alert attention is necessary in punching commutation tickets as well as watching the boxes.

2.

(See Ticket Sellers, # 3)

4.

The choppers wear a trim uniform - military tunic and overseas cap in navy blue - and present a businesslike and dignified appearance. They are not on the whole of as high a class as the ticket sellers, but are intelligent and of good personality, and several of them have already been promoted to the post of seller.

5.

Pay is correctly based on the rate in effect prior to Jan. 1.1918, and overtime is reckoned on an eight-hour day, 365 days to the year, (37¢). Overtime, according to the office, is paid straight time for the ninth and tenth hour, and 1-1/2 time for the eleventh. Two of the women work 11 hours.

6.

The twelve regular choppers work 8 hours each, alternating daily on the 1st. and 2nd. trick (5 A.M. to 1 P.M. & 1 P.M. to 9 P.M.) Like the sellers they expressed satisfaction with this arrangement, liking the twenty-four hour rest on the off day in spite of the short time for sleep on the intervening nights.

The extra choppers work ~~ten and~~ eleven hours, the time over ten hours being justified by the management on the ground that the New Jersey and New York laws apply only to factories. *

7.

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The use of women as choppers is a recent innovation made necessary by the wartime shortage of man labor. They do not, however, hold the places of men in service, and it is the intention of the management to retain them.

* The service of these extra choppers is needed to provide for the rush hour commutation traffic in and out from lower New York. The women are distributed as follows: (For comment on excessive extra service see 9.)

1 extra chopper..... (also 1 man)	Hoboken downstairs Barclay St.	5.30 A.M. - 12M 2 P.M. - 6.30 P.M.)	3 hrs. overtime
1 extra chopper.....	Hoboken upstairs 23rd. St.	6 A.M. - 12 M 2 P.M. - 7 P.M.)	3 hrs. overtime.

H. R. Newkirk, Asst. to Supt. of Marine Dept., speaks with satisfaction of the work of these women, mentioning particularly their steady attendance and attention to duty. They have always appeared businesslike and "on the job" when the agent has seen them in passing through the ferryhouse. Most of them now in service are middle aged women, one or two speaking of having sons in the army. Several of them had not worked before outside their own homes. Two others had worked in an ammunition factory until it closed down after the war.

(For 9 see special report.)

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#~~8~~ 2
2 of 3

Memorandum on Extra Ticket Choppers

On June 6. I saw Mrs. Stager and Mrs. Perry, extra ticket choppers, at work in the Hoboken ferry house. They are both eager to be put back on the eight hour schedule which was in effect before Nov. 1., preferring less pay and the shorter hours, even with the long break in the middle of the day.

From them I learned that there are 3 women working as extra choppers instead of two, as I was informed in the office. Mrs. Grant, the third extra chopper is at present filling a vacancy among the sellers, while a man takes her place temporarily.

From Mrs. Smock, a ticket seller, I also learned that all the sellers rotate in their positions, so that all in turn share the long hours. The overtime, therefore, affects fifteen women instead of 3.

Mrs. Smock says she thinks all the women would prefer the shorter day at less pay.

2 & 3.

9.

D. L. & W. - Hoboken Ferry House

Ticket Sellers and Ticket Choppers.

Two ticket choppers are working 11 hours;one ticket seller is working 10,and one 10-1/2 hours. This extra time with the corresponding overtime pay is unnecessary as well as injurious.

Source of Complaint. Inspection of Agent.

Statement of Official. H. R. Newkirk. During an interview on May 29.with H. R. Newkirk, Asst. to Supt. of Marine Dept.,I spoke to him about the long hours of the extra choppers and sellers. I said I realized that it came within the law,but that such excessive hours must be a strain on any women and that the policy of the Administration,as he knew,was to approach thhe eight hour standard as nearly as possible for both men and women. I asked him if it would not be possible to shorten these hours in some way. He said no, - if I saw any way to do it,I was at liberty to draw up a plan - he himself was responsible for the present schedule and it could not be arranged differently. If they shortened the work of any of these women it would only be necessary to take on a double supply at enormous extra expense.

I decided not to discuss the matter further with him,but to wait for an opportunity to see the head of the department.

Statement of Employee. J. J. Wolfe (Confidential) As I left the office a young man,whom I recognized as one of the clerks (John J. Wolfe,Cashier),followed me out and joined me in the waiting room and handed me the attached memorandum,which he asked to have taken in strictest confidence. He said he had heard part of my conversation with Mr. Newkirk and wanted me to know the facts of the situation. His mother,Mrs. Martha Stager,was one of the extra ticket choppers working 11 hours. She had formerly worked only eight hours (5.30 A.M. to 9 and from 3.30 P.M. to 7). The long intermission had enabled her to go home,attend to her household affairs,get a comfortable lunch,and return refreshed to her afternoon work. The present longer hours were wearing her out completely and,although she got something like $1.40 a day in overtime pay, it was not worth it,and she felt that she would soon have to give up the job. He knew that the additional extra time was not necessary to manage the rush traffic, which was over by 9 or 9.30 and did not begin again till 3.30 or 4.

Mr. Wolfe said that he had consulted Capt. Emery about the change and had not been able to get any satisfaction. He was put off again and again,and finally he saw his memorandum of inquiry O.K.'d for the files without answer. Capt. Emery had told him when he first inquired that,according to Administration orders,they were forbidden to give more than two hours lunch time without paying for two days work,so they had to keep the women overtime. He had never shown where such orders were to be found. Mr. Wolfe then wrote to Mr. Hines asking for an explanation,and received in reply a bunch of bulletins with the advice to consult Capt. Emery in the matter. He felt it useless to try further in that direction and let the matter drop. He had not been able to find any such ruling

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in the bulletins sent him. He did not know what was at the bottom of it, but it was the general opinion of the clerks that the company was purposely spending the money to discredit the Government. He also felt that Mr. Newkirk didn't wish me to investigate further and was deliberately making it impossible for me to see Capt. Emery.

Statement of Officials.
Capt. Emery.
Mr. Newkirk.

On June 2. I went to the office of the Marine Dept. before 9 o'clock and waited till Capt. Emery came in. He first had a conference with several officials, and I saw him about eleven. He invited Mr. Newkirk to be present at the interview.

I called his attention to the excessive hours of the six extra choppers and sellers (besides the four women, there is an extra man on each job) and asked if he thought this extra service was required after 9 and before 4. He said no. Mr. Newkirk either forgot or ignored his previous conversation with me, and agreed with him, and they both explained that the reason they had to keep the extra force during those hours was because the Government orders forbade their giving more than two hours for dinner. Such instructions had come to them from Mr. Moffatt, Asst. Federal Manager. I asked if they knew what ruling Mr. Moffatt based his instructions on. They thought on G.O.27, but didn't know just where. Mr. Newkirk then brought out Suppl. 7 and pointed to Article X - "Eight consecutive hours exclusive of the meal period shall constitute a day's work." He said Mr. Moffatt had decided that 2 hours was as much as you could allow for dinner - they had stretched it in the case of some of the ticket sellers to 3. He also quoted from memory the ruling that "regular work must not be suspended to absorb overtime" and said he thought that had something to do with it. Mr. Emery finally decided that the order came through a special Board of Arbitration called to settle a dispute as to the schedule of hours of certain "swing boats" (7 - 10 and 4 - 7) This Board was composed of representatives of the railroads in New York (presumably those operating ferries) and of the Marine Workers' Union. The decision was that a day's work consisted of eight consecutive hours exclusive of the meal period, which must be a single break of not more than two hours. Shifts broken by a longer interval must count as two days' work. Capt. Emery admitted that this decision was a concession to that particular union and not a Government ruling.

Capt. Emery then called up Mr. Moffatt to inquire more particularly as to the ruling, and I talked with him for a moment. He was very vague as to the grounds for the decision, but said he "thought he had fixed it up to suit Washington". He would be glad to go back to the old schedule if authority came from Washington for the change.

(None of these men at this time quoted Art. VII Interp. 1 to Suppl. 7, which would seem to apply.)

Mr. Moffatt

On June 3. I called upon Mr. E. B. Moffatt, Asst. Federal Manager, for more exact information as to the reason for his orders. He said they had nothing to do with the agreement with the Marine Workers' Union. He thought Art. X of Suppl. 7 demanded that the eight hours should be consecutive exclusive of a reasonable lunch period, and he thought two hours was about as long as could be called reasonable. (~~But this is 3 for sellers by the present arrangement - E.R.H.~~)

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He also quoted Art. VII of Interp. 1 to Suppl. 7, but had stretched the "one hour" limit to two for choppers and ~~three for~~ sellers,

and he had not ascertained that the former interval of 5 or 6 hours was not more acceptable to the majority of the workers. The change had been made without consulting them.

Mr. Moffatt proposes to restore the old schedule at once if it meets with the approval of the Washington authorities.

Opinion of the Agent. The agent is of the opinion that there is something back of what apparently is merely stupid management in this matter, but she has not been able to determine just what it is. Either it is true that it is part of a general spiteful policy on the part of railroad officials to pile up expense to discredit the Government control, or there is some personal advantage served. It is possible that the arrangement was made to secure overtime pay for the two extra men or for some of the women.

A further attempt will be made to secure information from the workers.

E. R. Hall

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D. L. & W. - # 2 & 3

This memorandum was accepted with the understanding that it would be held as confidential.

E. R. Hall

The ticket choppers working on the ~~sw~~ 11 hour tours could be given more time off in the middle of the day to bring their working hours down to ~~8~~ 7 hours per day as they are not required in the middle of the day, but only 3½ hours during the morning rush and 3½ hours during the afternoon rush. The 8th hour could be allowed them to compensate for their having to report to ~~duty~~ duty twice each day. The above was practically in effect under the old regime, and the reason the management gives for extending the time is that they cannot allow a chopper more than 2 hours off for lunch without calling it two days pay in the one day. It does not seem that the time off as it would be from 9 AM to 2:30 or 3 PM when they would take up the afternoon run, should be called lunch hour, but rest period.

Please treat this as confidential, and do not ~~wha~~ show this sheet to any one.

Is ~~there~~ there any rule that would prevent allowing these choppers off during the non rush hours in the middle of the day. ~~It~~ Such time off would enable them to go home to rest, and absolutely save the company the 3 hours overtime each day, as no one would have to be hired in their place.

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Rush hour is 5:30 AM to 9 AM (or 6 AM to 9:30 AM) for the morning at Hoboken side

and in the afternoon 3 PM to 6:30 PM on N Y side

The point is, can they be allowed off, or must they work this time in between the rush hours with the exception of 2 hours, working 11 hrs per day, and be paid the overtime just to comply with ~~the~~ some rule, which I have never seen in print.

over

~~T~~ i

The regular 8 hour tour choppers are working right along in the middle ~~xx~~ of the day and are ample to take care of the traffice between 9 AM and 3 PM

#2 & 3

MEMORANDUM
D. L. & W. - Marine Dept.

Lack of cooperation noticeable in this office.

I found it difficult to secure any free comment from these women, owing to strict orders in the department against giving out information or conversing with strangers. Their unwillingness to talk was increased by the fact that, while I was interviewing one of the choppers at the Hoboken ferryhouse, Mr. Newkirk, Asst. to the Supt. of the Marine Dept., sent a ferry hand to request me not to converse with the employees, but to refer all questions to the office. (This was of course reported among the group of women who rotate to the other ferries.) This message was sent after I had visited the office and presented my credentials to Mr. Newkirk (both his superiors were out at three separate calls) and was part of a surly and decidedly uncivil attitude on his part and that of his subordinates, apparently ignoring the authority of the Administration. I saw Mr. Newkirk again by appointment later in the day and explained to him that the interviewing of employees was part of my instructions, and was necessary to arriving at a knowledge of their success in various positions - not in giving information that could as well be secured in the office, but in showing the women's own point of view, and giving a chance to know her personality and general attitude toward her work. I assured him of my own interest and care in carrying on the inspection so as in no way to interrupt employees at their work. I again showed him my official credentials including a letter of introduction from Mr. Rine, but he merely repeated that it was a very strict rule of the department that employees should not be interviewed, and that, as far as he could see, my credentials gave access only to documents and work shops, and said nothing about employees. I did not pursue the argument, as I felt it unwise to get into an altercation with a subordinate. Also, since I held credentials superior to his authority, I felt that I did not need to ask access to the employees as a favor.

After getting such information as I needed from the office I talked casually to several of the women at other ferries at different times as I happened to be passing through, but I did not push the matter beyond explaining my authority, if they seemed unwilling to answer questions.

After my interview with Mr. New kirk, I meant immediately to see his superiors, Capt. Emery or Capt. Hickman. During a period of about ten days, from May 19 to 29, I telephoned eight times without being able to find either of these gentlemen at the office, or to talk with any one who could tell me when I could see them, or who would undertake to make an appointment. Mr. Newkirk himself on the wire said this was impossible, as they were so very busy.

On May 29. I went in person to the office, and, in the absence of Capt. Emery and Capt. Hickman, I again saw Mr. Newkirk. He said it wasn't necessary for me to see Capt. Emery - I could talk to him. I told him that there were one or two things I wanted to ask him about before I left, but that I should still wish to see Capt. Emery, partly because, as a matter of etiquette, I preferred to confer with the head of the department after making an inspection, and partly because, before making my report to Washington, I wished to be assured by him that the lack of cooperation I had found in that office was a mistake and not a deliberate policy of obstruction as it appeared. From that moment Mr. Newkirk was most affable and attentive.

On June 2. I went to the office of the Marine Dept. before 9 o'clock and waited till Capt. Emery came in. I saw him about 11, and he invited Mr. Newkirk to be present at the interview. After discussing one or two

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adjustments that seemed to me necessary, I spoke of the difficulty I had had in interviewing the employees, which I felt had been increased by the message Mr. Newkirk had sent me in their presence. Capt. Emery was most apologetic and said it was not the intention of the department to put any hindrance in the way of my securing any information I desired. He offered to send a special message to all the ticket sellers and choppers, but I told him that it would serve every purpose if he would countersign my business card, which he did.

In a talk later with Mr. Moffett, Asst. Federal Manager, he also expressed regret that any discourtesy had been shown me as a representative of the Administration, saying that Mr. Newkirk had told him of his mistake and was feeling very badly about it.

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ADJUSTMENT RE No. 2 & 3

Ferry Ticket Sellers and Choppers

City and State	Division	Railroad
Hoboken,N.J. and New York	Marine Dept.	D. L. & W.

1. Office, Shop or Platform
Ferry House,Hoboken,N.J.
Barclay St. and 23rd. St. Ferries,New York

2. Official in Charge
Capt. J. M. Emery,Manager.

3. Employee Involved
2 extra sellers (also 1 man)
2 extra choppers (also 1 man)

4. Address-street number if necessar

5. Source: Inspection of Agent.

6. Statement of Case: 4 women and 2 men are used as extra force,ostensibly to cover the morning and evening rush hours. They are held for 10,10-1/2,and 11 hours, including time after 9 A.M. and before 4 P.M. when there is no heavy travel,and can be no need of extra service. This involves too long working hours and unnecessary expense in overtime. The schedule is excused by officials on the ground that it was necessary in order to comply with Administration orders (See Memo.under 9)

6 women

7. Action by Agent: May 29,June 2,June 3 discussed situation with H.R.Newkirk, Asst.to Mgr. Marine Dept.,Capt. J.M.Emery,Mgr. Marine Dept.,and E.B.Moffatt,Asst. Federal Manager. All agreed that extra service in excess of 8 hours was unnecessary. Would restore old schedule (5.30 - 9 A.M. and 3.30 - 7 P.M.) if this sanctioned by the Washington authorities.

8. If unadjusted, name of next higher official with address:
E. M. Rine, Federal Manager,90 west St.,New York City

9. Action by Office:

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10. Statement of Adjustment made and date:

11. Date of Inspection May 2.....17. 1919
USRA-WS No.3

12. Name of Agent Edith R.Hall

#3

City, Town or Shop	Division	Railroad
Hoboken, N.J. & New York (Christopher St. (Barclay St. (23rd. St.	Marine Dept.	D. L. & W. MRE (3)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4.	Ferry Ticket Sellers	14	0 (28 - 55)	0	6 (5 nights 1 extra)	Aug. 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
6	5 A.M.	-	1 P.M.	Yes				
6	1 P.M.	-	9 P.M.		8	8	56	56
1	6.30 A.M.	1 - 3	6.30 P.M. *		10 *	8	61½ 66 - * **	56
1	6 A.M.	1 - 3	6.30 P.M. #		10-1/2 #	8	60¼ 71 - # **	56

** calculated for year.

Night Work: Rotation First and second tricks alternate in pairs every other day. Third trick worked by men (9 P.M. - 5 A.M.)

Ages of Women on night work 28 - 55 Most about 45

*(Sat. 6.30 - 11 and 12 - 4.30 ..... (9 hrs.)
(Every third Sunday, 2 - 9 P.M.....(7 hrs.)
Sunday, alternate 7 & 8 hrs. (8 A.M. - 3 P.M.
(3 P.M. - 11 P.M.

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No....	Present
8 hrs. $70	$91.65	$95	$95 *

(plus overtime for extra sellers).

* This is rate for 56 hrs. see memo

Nationality: American

Union Membership No

Names & positions of persons interviewed:
H. R. Newkirk, Asst. to Mgr.
F. W. Trump, Timekeeper
Capt. J. M. Emery, Manager.
Kate Sloyan, Ticket Seller
Mary Durning, "

Date May 2.....June 2. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 7 1919

#3

D. L. & W. Hoboken and New York

Ferry Ticket Sellers

1.

Women are employed as Ticket Sellers in the booths of the Lackawanna ferries at Hoboken Ferryhouse, upstairs and downstairs, Barclay St., Christopher St., 23rd. St., and Hoboken 14th. St., making six stations in all.

They sell the straight 3¢ ticket to most of those passing through, which requires quick and accurate money changing; also trip tickets of several sorts; and at Hoboken the seller in one of the boxes has the responsibility of taking charge of and accounting for the money of the other sellers (the extra seller, the upstairs Concourse, and the seller at the teamsters' gate). This sometimes amounts to $1000 a day. This responsibility is shared among the regular sellers, as they rotate from one post to another every two weeks.

High stools are provided, so that the work is comfortably done seated, and the booths are well lighted, within doors, and steam heated. Those in the new ferryhouse at Hoboken are especially attractive and comfortable, being built with windows on all sides, a removable roof for summer, and a glass counter, which, the workers find, greatly facilitates quick money changing.

2.

The regular station toilets are used. These are well equipped and well cared for in charge of matrons, and are reasonably accessible. At all points a woman chopper works with a seller, and it is possible for them to relieve each other for short periods except at the morning and evening rush hour.

4.

The women interviewed were particularly prepossessing in their general appearance and manner. They appeared thoroughly capable at their work, and spoke enthusiastically of the position. This is partly due to the comparatively high pay, but also to the freedom from supervision and the independent responsibility of the work.

5.

Pay is correctly based on the rate prior to Jan. 1. 1918. Overtime is calculated on the basis of an eight-hour day for 365 days (39¢). Overtime, according to the office, is paid straight time for the ninth and tenth hour, then 1-1/2 time. Three extra sellers receive regular overtime pay for two and two and a half hours. (See 6.)

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6.

An eight-hour schedule is in effect for the twelve regular sellers. Three extra sellers work regularly 2 and 2-1/2 hours overtime,

the time over ten hours being justified by the management on the ground that the laws of New York and New Jersey applied only to factories.

The service of these extra workers is needed during rush hours to provide for the suburban commutation ~~traffic in~~ and out from down-town New York. It is distributed as follows: (For comment on excessive extra service, see 9.)

1 extra seller..... (also 1 man)	Hoboken downstairs Barclay St.	6.30 A.M. to 1 P.M.) 3 P.M. to 6.30 P.M.)	2 hrs.overtime
1 extra seller.....	Hoboken upstairs 23rd. St.	6 A.M. to 1 P.M.) 3 P.M. to 6.30 P.M.)	2-1/2 hrs.overtime

The extra sellers work on a fixed schedule. The regular sellers in pairs alternate the 1st.and 2nd. tricks daily, thus working from 5 A.M. to 1 P.M. one day and from 1 P.M. to 9 P.M. the next. Those interviewed liked this arrangement of alternation on account of the 24-hr. interval on the off day, in spite of the short time for sleep on the intervening night.

7

Women were first put on as sellers on account of the shortage of men during the war, but were used before the time of greatest labor stress. They did not take the places of men who were called to service, so are not now in a position to be displaced.

8.

The work of these women is highly spoken of by H. R. Newkirk, Asst. to the Mgr. Observation by the agent also showed the women to be alert, attentive, courteous and capable. No special training is given or required for the post. Several of the sellers had previously been clerks; one of the most capable in manner had been for some years a milliner.

(For 9. see special report)

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#5

(5)

City, Town or Shop	Division	Railroad
Hoboken, N.J. Restaurant & Lunchroom.	Morris & Essex	D. L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Cashiers	3	0	0	0	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
Lunch counter, 1	7 A.M.	(breakfast & lunch)	4 P.M.	Every other. (Monday off)	8	8	48	48
1	4 P.M.	(supper & lunch	1 A.M.		8	8	48	48
Rest'rt 1	7 A.M.	(breakfast & lunch)	4 P.M.		8	8	48	48
" (man)	11 A.M.		9 P.M.	(Asst. Pantryman, extra)				

Night Work: Rotation No rotation

Ages of Women on night work 35

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No....	Present
(2) $60	$71.50	$87.50	$87.50
(1) night $70	$84.60	$95	$95

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Nationality: American

Union Membership: No

Names & positions of persons interviewed:

R.W. Allison, Asst. Supt.
Daisy Bixby, Cashier 1st. Trick Lunch Counter
- - , " 2nd. Trick " "

Date May 2. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

ADJUSTMENT RE No. 6

Toilet in Storehouse

City and State	Division	Railroad
Hoboken, N.J.	Morris & Essex	D. L. & W.

1. Office, Shop or Platform
Storehouse

2. Official in Charge
W. E. Phillips, Storekeeper

3. Employee Involved
Two women clerks

4. Address-street number if necessar

5. Source:
Inspection of Agent.

6. Statement of Case:
The two clerks in this office are dependent for toilet accommodations upon the Freight Office, which is 1000 feet of more distant.

7. Action by Agent: June 2. Telephoned W. E. Phillips, Storekeeper. Mr. Phillips agreed as to the inconvenience of present arrangement and the need of facilities near at hand. Said would be easy to make addition, as plumbing already installed for men's toilet. No steps yet taken to provide toilet for women.

July 18. Agent called this situation to the attention of Mr. T.F.Boyle, Chief Clerk, Office of Genl. Storekeeper, Scranton. Mr. Boyle said he would bring the matter to the attention of Mr. Lance, the General Storekeeper, who was not in at the time.

Jan. 17. Letter to J.H.Lance, asking what action taken.

Jan. 20 Letter from I.H.Lance - toilet installed and in service.

8. If unadjusted, name of next higher official with address:
J. H. Lance, General Storekeeper, Scranton, Pa.

9. Action by Office:

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10. Statement of Adjustment made and date:
Toilet installed and in service (see letter from I.H.Lance, Jan.20.)
Case closed

11. Date of Inspection May 2. 1919
USRA-WS No.3

12. Name of Agent. E. R. Hall

#6
(6)

Town or Shop	Division	Railroad
Hoboken, N.J. Storehouse	Morris & Essex	D.L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks	2	2 (18,19)	0	2 (incl.Ch.Cl.)	Two years.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct.1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct.1918
2	8 A.M.	12 - 1	5 P.M.	No	8	8-1/2	48	54

Night Work: Rotation — No night work

Ages of Women on night work

Wages: Jan.1.1918 and hours		Order 27	Supplement No. 7	Present
8-1/2	$75	$87.42	$100	$100
	65 (man)	77.55	90	90

Men: $117.50 (Ch.cl.)
97.50

Nationality: American

Union Membership No

Names & positions of persons interviewed:

W.E.Phillips, Storekeeper.

JUN 7 [illegible]

Date May 2. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

D. L. & W. - Hoboken, N.J.

Storehouse - Clerks

2.

The two clerks in this office have depended on the toilet accommodations of the freighthouse. The freight department occupies the lower end of a long shed running along the yard, the storehouse the upper end. The building is 1000 feet or more from the train shed and station.

Until recently the freight offices were nearer the storeroom, but they have now been moved down into a new brick addition at the extreme end of the platform, the old quarters now being used to enlarge the freight sheds. While the accommodations now provided are ~~new~~ very superior, the added distance makes themquite inconvenient, involving a walk of 1000 ft or more along the platform or through the storerooms and freight sheds.

It is very desirable that more accessible facilities be provided for the storeroom clerks, although there are so few.

JUN 7 1909

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
DELAWARE, LACKAWANNA & WESTERN RAILROAD
SCRANTON, PA.

J. H. LANCE
GENERAL STOREKEEPER

SUBJECT

JAN 26 1920

January 17. 1920

Mr. J. H. Lance
General Storekeeper, D.L. & W. Railroad
Scranton, Pa.

Dear Mr. Lance:

Last spring in the course of my inspections I visited the storehouse at Hoboken, N.J., and noted the lack of toilet facilities for the two women clerks employed there. At that time I spoke to Mr. Phillips, the local Storekeeper, and later when I was in Scranton, I called to see you in regard to it. In your absence, I talked with Mr. Boyle, your Chief Clerk, asking him to bring the matter to your attention.

I should be glad to hear from you how the matter stands, and whether adequate accommodations have been supplied. I am sure you will agree with me that the freight house facilities, which the women have hitherto depended on, are too far off to be considered a satisfactory provision.

Very truly yours,

Field Agent, Women's Service Section

UNITED STATES RAILROAD ADMINISTRATION

DIRECTOR GENERAL OF RAILROADS

DELAWARE, LACKAWANNA & WESTERN RAILROAD

SCRANTON, PA.

I. H. LANCE
GENERAL STOREKEEPER

SUBJECT:

Jan 20, 1920

JAN 26 1920

File 44628

Miss Edith R. Hall,
Field Agent, Women's Service Section,
Division of Labor, Washington, D.C.

Dear Madam:

Replying to yours of the 17th inst, would state that the toilet facilities for the women clerks employed in our Hoboken Store have been installed and are now in service.

Yours truly

I. H. Lance

B/E

DL&W#6

Omaha, Nebraska
February 10, 1920

Mr. I. H. Lance
General Storekeeper, D.L.& W.R.R.
Scranton, Pa.

My dear Mr. Lance:

Your letter of January 20, in regard to toilet facilities for women in the Storekeeper's office at Hoboken, has been forwarded to me from the Washington office.

The improvement will, I am sure, add greatly to the comfort and efficiency of the workers, and I wish to thank you for your cooperation in the matter.

Sincerely yours,

ERH

Field Agent, Women's Service Section

#1-c

City, Town or Shop	Division	Railroad
Coach Yard Hoboken, N.J.	M.&E.	Pullman Company 2 D.L.&W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Seamstress	1	0	0	0	Always (This woman 34 years with Company)

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	8 A.M.	12 - 12.30	5.30 P.M.	No	9	9	54	54

Night Work: Rotation

Ages of Women on night work No night work

Wages: Jan. 1. 1918 and hours		May 1.	Order 27	Supplement No....	Present
9 hrs.	$50 21 1/2 ¢	$55	$60	Before Suppl. 30¢	33¢ x 9 x 26 77.22

Nationality: American

Union Membership No

Names & positions of persons interviewed:

B.L. Westervelt, Agent Pullman Car Lines
Laura Cavacint, Forewoman of Cleaners
Carrie Nelson, Seamstress

~~Date~~ May 1. 1919 **Agent** Edith R. Hall

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WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Pullman Company
Hoboken, N.J. - D. L. & W.

Seamstress

1.

All the mending of linen, including bed linen and draperies for the D. L. & W. Pullman cars is done by Mrs. Nelson at this end of the line. Her office, with sewing machine and materials, is on the ground floor of the office building at the station end of the car yard. During the morning she works here on movable articles sent in by the Forewoman. In the afternoon she goes through the cars with the "stripping gang" and mends cushions, curtains, &c., in place.

5.

The reduction of this monthly rate to an hourly rate has been made on the basis of a nine-hour day. If the woman is classed as a laborer she is entitled, according to Interp. 1. Suppl. 7., to 36¢, the hourly equivalent calculated on an eight-hour basis. If she is classed in the car cleaning group, she is entitled to the standard pay of these men (37¢) along with the other women car cleaners.

Attention is called to the fact that the seamstress of the P.R.R. at the Sunnyside, L.I. yards, doing practically the same work on coaches and diners, is classed as Carman Helper at 45¢. (See note attached to Complaint #59 - Sunnyside P.R.R.)

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ADJUSTMENT RE No. 1-a

Car Cleaners

City and State	Division	Railroad
Hoboken, N.J.		Pullman Co., D. L. & W R.R.

Pullman #26

1. Office, Shop or Platform
Coach Yard

2. Official in Charge
B. L. Westervelt, Pullman Agent

3. Employee Involved
11 Car Cleaners

4. Address-street number if necessary

5. Source:
Inspection of Agent

6. Statement of Case: The women are paid 4¢ less than the men cleaners. They are said to do only the lighter inside cleaning, and therefore to be entitled to less pay, but, aside from the disregard of Interp. 10, G.O.27., their work includes the scrubbing of headlinings, which is among the heaviest of cleaning operations.

7. Action by Agent: May 29. Called upon B. L. Westervelt, Agent Pullman Lines, and suggested to him that, in accordance with Interp. 10 of G.O.27 these women should be receiving the same pay as the men. Mr. Westervelt said his orders came from Chicago and he had heard nothing about it. He doubted if it applied to the Pullman Co., as the work of their women had not been changed and they had always received less than men, who did heavier work.

8. If unadjusted, name of next higher official with address:
J. L. Walker, Supt. of Yards, Pullman Co., Chicago

9. Action by Office:

JUN 7 1919

10. Statement of Adjustment made and date:

11. Date of Inspection May 1. 1919

12. Name of Agent. E. R. Hall

USRA-WS No.3

#1-a

26

Yard or Shop: Yard, Hoboken, N.J.

Division: M.&E.

Railroad: Pullman Co. D.L.&W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners	11	0	0	13	Always 10 or 15 years

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
All usually	8 A.M.	12 - 1	5 P.M.	1/2 day	8	10	48 plus Sunday av. 52	60 plus Sunday
A few in emergency	8 A.M.	12 - 12.30	4.30 P.M.	on average.				

Night Work: Rotation

Ages of Women on night work

No night work

Wages:	Jan.1.1918 and hours	Mar.1.	Order 27	Supplement No.... Before Suppl. 4.	Present Oct.1.
10 hours	15-1/2¢	20¢	22-3/4¢	30¢	33¢
(men)	20¢	25¢	25-3/4¢	32¢	37¢

Never had piece work system.

Nationality: Mixed

Union Membership No

Names & positions of persons interviewed:

B.L.Westervelt, Agent Pullman Car Lines
Laura Cavacint, Forewoman of Cleaners
Kate Grees, Cleaner

Date May 1. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 7 1919

Pullman Company
Hoboken, N.J. - D. L. & W.

Car Cleaners

In order to compare methods with those of the Railroad, inspections were made also of the cleaning done by the Pullman Company of this station. The outside of these Pullman cars is cared for by the railroad on contract. Eleven women and 13 men are employed on inside cleaning. There are usually about 21 cars a day, but the number varies as private cars or specials come in.

1.

Women are used to scrub the woodwork and rubber tiling, clean the metal fixtures in the washrooms, wash the mirrors and windows (inside), clean headlinings and berth facings, and do all wiping down and dusting.

The men do the brass polishing, vacuum cleaning and fumigating, and the "stripping" of the cars - i.e., removing bedding, curtains, cushions, &c., for cleaning and airing. Aman also works with a woman at the window washing, as many of the double windows are hard to push up.

2.

A good rest room and toilet is provided on the ground floor of the office building at the station end of the yard. (All the Pullman cars are cleaned here. The workers are under the supervision of a woman foreman.

5.

The discrimination in the matter of pay between men and women cleaners dates back many years, but, even without the recent interpretation on the subject, could not be justified, as the women clean headlinings and do other jobs often considered "men's work". Even the men that clean windows side by side with the women receive the higher rate, which the agent explains by saying that "they sometimes do other things." There is a good deal of comment on the part of the women over the higher pay given to cleaners by the railroad, but on the whole the job is considered good.

6.

JUN 7 1919

Hours have been reduced from 10 to 8, but Sunday work is continued. The stipulated time is every other Sunday, but as a matter of convenience it is usually worked as 1/2 day every Sunday.

7. While women have been used by the railroad only recently and as a war emergency, the Pullman Company at this station has always employed them. Several of the present force have been there for from five to fifteen years.

B. L. Westervelt, Pullman Agent, and Lewis W. Braund, Pullman Yard Foreman, both speak highly of the work of these women and say they prefer them to men, where the work is possible for them. They speak with great satisfaction of the Forewoman of Cleaners, who supervises the work of both men and women.

JUN 7 1919

Series #1-b

27

Shop or Shop	Division	Railroad
Coach Yard Hoboken, N.J.	M.&E.	Pullman Co. D.L.&W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5.	Coach Cl. Forewoman of Cleaners (men and women - See # 1-a)	1	0	0	0	10 or 15 years (This woman 5 or 6)

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	7.30 A.M.	12.30 - 1	5 P.M.	Every other	9	10	54 plus Sunday	60 plus Sunday

Night Work: Rotation

Ages of Women on night work No night work

Wages:	Jan. 1. 1918 and hours	May 1.	Order 27	Supplement No. 4	Present
10 hrs.	$60	$67.50	$71.50	35¢	38¢ x 7 x 24 = 82.08

Nationality: English

Union Membership No

Names & positions of persons interviewed:
Lewis W. Braund, Pullman Yard Foreman.
B.L. Westervelt, Agent Pullman Car Lines
Laura Cavacint, Forewoman of Cleaners.

Date May 1. 1919 **Agent** E.R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 7 1919

#27

City, Town or Shop Freight Office, Hoboken Station Westbound Revision Dept.

Division Morris & Essex

JUL 18 1919

Railroad D. L. & W. (27)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4.	Clerks	3	1	0	29	During war (July 1918)

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
3	2 P.M.	-	9 or 10 P.M.	No	7 or 8	7 or 8	48 -	48 -

Sometimes come at one o'clock. Go when through.

Night Work: Rotation All same hours

Ages of Women on night work 19, 25, 40.

Wages: Jan. 1. 1918 and hours 8 hrs.

Order 27 May 1918

Supplement No....

Present

$91.65 ($44.34 (47.31

$87.50 87.50

95 - 111.39 120 (Revision Clerk)

Nationality: American

Union Membership ?

Names & positions of persons interviewed:

- - Carmody, Chief Clerk

Date May 29. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

28

City, Town or Shop	Division	Railroad
Freight Office, Hoboken Station Eastbound Revision Dept.	Morris & Essex	D. L. & W. (28)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Clerks.	7	2	0	22	Always some A few more since war.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
5	8.30 A.M.	11.30 - 12.30 12 - 1	5.30 P.M.	No	8	8	48	48
2	12.30 P.M.	1 hour at convenience	9.30 A.M.	(Sat. night off.)				

Night Work: Rotation Night workers on fixed schedule - No rotation.

Ages of Women on night work 18, 19

Wages: Jan. 1. 1918 and hours — 8 hours.

Jan. 1. 1918	Order 27	Supplement No....	Present
$40	$65	$87.50	
70 (2)	90.24	95 (2)	
74 (2)	90.24	99 (2)	
75	84.60	100	
77	97.29	102	

Nationality: American

Union Membership ?

Names & positions of persons interviewed: C. A. Fackenthal, Chief Clerk

Date May 29. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

18

(18)

City, Town or Shop	Division	Railroad
Hoboken, N.J. Office of Division Supt.	Morris & Essex	D. L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4.	Clerks	12	2 (19,20)	0	17	Since war (except one)

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
All	8 A.M.	12 - 1	5 P.M.	No	8	8	48	48

Night Work: Rotation No night work

Ages of Women on night work

Wages: Jan. 1. 1918	8 hours and hours	Order 27	Supplement No....	Present
File clerk	$85	#119	$110	$110
Stenographer	70	98.70	95	100
Clerk	75	105.75	100	100
Clerks (3)	70	91.65	95	(3) 95
Stenographer	67.50	88.83	92.50	92.50
Clerk	65	84.60	90	95
"	-	-	87.50	90
" (2)	-	-	-	(2) 95
"	-	-	-	87.50

Nationality: American

Union Membership Yes

Names & positions of persons interviewed: J. E. Elliot, Division Supt.
G. R. Higgins, Chief Clerk

Date May 9. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 7 1919

(35-43 inclusive)

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Rough Sheets - Hess.

INSPECTION SHEETS

Syracuse & Utica Series

DELAWARE, LACKAWANNA & WESTERN

R.R. No.	Series No.	Occupation		Address
35	(1)	Clerk	Supt. Off.	Binghamton, N.Y.
36	(2)	Phone Op.	Chief Dispatcher	Binghamton, N. Y.
37	(3)	Matron	Station	Binghamton, N. Y.
38	(4)	Cook	Restaurant	Binghamton, N. Y.
39	(5)	Counter Girls (Waitresses)	Restaurant	Binghamton, N. Y.
40	(6)	Clerk	Superv. of Signals	Binghamton, N. Y.
41	(7)	Clerk	Frt. Off.	Binghamton, N. Y.
42	(8)	Janitress	Frt. Off.	Elmira, N. Y.
43	(9)	Matron	Station	Elmira, N. Y.

#38

(4)

Town or Shop	Division	Railroad
Binghamton, N.Y. Restaurant	Syracuse & Utica	D. L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Cook Asst.Cook	1 1	0	2	0	Since war.

HOURS

No.on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	7 A.M.	-	4 P.M.	No	9	12	54	72
1	10 A.M.	-	7 P.M.		9	12	54	72

Night Work: Rotation No night work - Boys in charge.

Ages of Women on night work

Wages: Jan.1.1918 and hours		Order 27	Supplement No. 7	Present Suppl.14 May 1919
$60	Feb 1918	$65	$85	$100
25 *	$35	55	65	85

Formerly were 2 women as dishwashers. Then one man, and later one woman, as Asst. Cook.

Nationality: Negro

Union Membership No

Names & positions of persons interviewed: C. H. Wareing, Mgr.; Two Cooks

Date June 23. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

#43

(9)

Town or Shop	Division	Railroad
Elmira, N.Y. Station	Syracuse & Utica	D. L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Matron	1 ✓	0	1	0	Six yrs. ago (Same woman)

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	6.30 A.M.	11 - 12	5.30 P.M.	Yes	10	10	70	70
					Counted as 2 hrs. overtime.			

Night Work: Rotation

No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No....	Present
$42	$50	$67 + 2 hrs. overtime @ 27-1/2¢ = $83.50 ✓	

Nationality:	Union Membership
Negro	No

Names & positions of persons interviewed:

Chas. Arnold, Agent
Mrs. Myrtle Jackson, Matron

Date June 21. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

43

Elmira, N.Y.
Station - Matron.

1.

This woman has the usual duties of a Matron in cleaning and tending the women's rest room and lavatory (four compartments). This care includes washing the windows, scrubbing the tile floor twice a week and mopping it every day. With this floor space is included the "lobby", a small square hall space outside the women's room, onto which several other rooms open.

Besides this the Matron cleans the electric light globes throughout the station (28); cares for the ticket office, three offices belonging to the roadmaster, and one conductors' room. She mops these each morning, and in addition sweeps the ticket office at night. She sweeps and dusts the outer waiting room three times a day (after each big train).

A man janitor mops the station floor, washes the windows in the main waiting room, and cares for the smoking room and men's toilets.

This is a good sized modern station, with tile floors and hard wood finishings, requiring good care.

35

City, Town or Shop	Division	Railroad
Binghamton, N.Y. Supt. Office	Syracuse & Utica	D. L. & W. (1)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4.	Clerks	3	0	0	6	One 7 yrs. ago Others about two yrs.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
All	8 A.M.	12 - 1.30	5.30 P.M.	No	8	8 8-1/2 in Sept.	48	51

1 o'clock every 3rd. Sat. in summer.

Several men work regularly 1/2hr. overtime. Others as needed, including women, but not much.

Night Work: Rotation No night work

Ages of Women on night work

Wages: Jan.1.1918 and hours **Order 27** **Supplement No....** **Present**

$58
70

$87.50 (2) Timekeepers
95 Stenog. to Ch. Clerk

Men:

Chief Clerk	$173
Acct.	140
Asst. Ch. Cl.	130
File Clerk	107
Stenog.-Clerk	100

Nationality: American

Union Membership Yes - all

Names & positions of persons interviewed: W. J. Davis, Chief Clerk

Date June 20. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

(9) # 36

City, Town or Shop	Division	Railroad
Binghamton, N.Y. Chief Dispatcher's Office	Syracuse & Utica	D. L. & W. (2)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4.	Telephone Operators	3 ✓	1 (19)	0	0	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	8 A.M.	12 - 1	4 P.M.	7th.				
1	4 P.M.	-	12 Mdn't	day off	8	8	48	48
1	12 Mdn't	-	8 A.M.					

City operator comes for 1 hr. at noon to relieve 1st. trick.
Extra girl takes days off of 3 regulars, and when needed for emergencies.

Night Work: Rotation No rotation

Ages of Women on night work 19, 23.

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No. 7	Present
1st. trick	$60	$65	$85 ✓	
2nd. & 3rd.	45	52	70	
		City Operator	8 for noon hr.	
		Extra girl	Rate of place taken.	

Nationality: American

Union Membership No

Names & positions of persons interviewed:

W. M. Ryan, Chief Dispatcher
Katharine Hollahan, 1st Trick Operator.

Date June 20. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

354 36

Binghamton, N.Y.
Office of Division Supt. - Clerks

The women clerks and telephone girls in the station offices are dependent on the station toilet. The station is of the old fashioned type and all the accommodations are unattractive.

There is a women's rest room with a couch and several chairs, which is under the care of a matron. The room is dull and dingy, and there is a stale, unpleasant odor, mixed with disinfectants from the toilets, although nothing objectionable is evident. The room and toilets appear to be well kept.

The room is fairly accessible, but is reached from the offices only by a staircase leading to the platform. This is covered.

Objection to the arrangements supplied here cannot reasonably be made until all public toilets are declared to be unsuitable provision for the Railroad office forces.

37

City, Town or Shop	Division	Railroad
Binghamton, N.Y. Station	Syracuse & Utica	D. L. & W. (3)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Matron	1	0	0	1 (Janitor)	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	7 A.M.	12 - 2	5 P.M.	Yes	8	8	56	56

Night Work: Rotation No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No. 7	Present
$42	$56	$67	

Nationality: Irish

Union Membership No

Names & positions of persons interviewed: John Donahue, Supervisor of Station

(Mary Mc. Mahon, Matron not seen)

Date June 20. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

37

Binghamton, N.Y.
Station - Matron.

1.

I was unable to find this woman on duty, although I was at the station several times near 12 and 2 and 5. She seems to be allowed a good deal of laxity in determining her hours of service to suit her work and the schedule of arriving and departing trains.

Her main duty as Matron is to keep the inner women's rest room. Besides this, the Stationmaster reports that she cleans the outer waiting room each morning. There is also a janitor, who does the upstairs offices, men's toilets, and the platforms. The baggage man washes the windows.

39.

Note question of possible overtime pay.

#39

City, Town or Shop	Division	Railroad
Binghamton, N.Y.	Syracuse & Utica	D. L. & W. (5)
Restaurant		

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Counter Girls (Waitresses)	3 ✓	0	0	0	Always (Boys at night.)

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct. 1918
2	7 A.M.	- *	4 P.M.	No Closed				
1	12 M	- *	9 P.M.	9 A.M. to 11 P.M.	9 *	9 * Used to be 12 prior to June '18	54	54
Boys: 1	8 P.M.	-	5 A.M.					
	10 P.M.	-	7 A.M.					

* See memorandum under 9. for hours.

Night Work: Rotation

No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No....	Present
$32.50 (2)	$45	$57.50 (2) ✓	
35	50	60 (Head waitress)	

Nationality: American

Union Membership No

Names & positions of persons interviewed: Charles H. Wareing, Mgr.

Date June 23. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

39.

Binghamton, N.Y.
Restaurant - Counter girls

6.

These girls are on duty a straight nine hours, but their time is reckoned eight hours on the books, on the ground that they consume about an hour eating their meals.

They are allowed three meals a day if they wish, but usually eat only two regular meals during the work period. No special time is fixed for this eating, and the girls do not leave their place of work for any intermission. They eat at the counter whenever there is opportunity, and are ready to leave their lunch at any moment to wait on a customer.

The girls report Mr. Wareing considerate of them and willing to let them off early for an accasion or whenever travel is light and it is possible. Their regular hours are arranged to suit certain trains.

Practically the same arrangements are made with the Counter Girls in the Buffalo Restaurant (see # 55), but their meal time is included within their eight-hour period.

It is a question whether the girls at Binghamton are not entitled to an hour overtime pay.

City, Town or Shop	Division	Railroad
Binghamton,N.Y. Office of Supervisor of Signals	Syracuse & Utica	D. L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4.	Clerk	1	0	0	0	March 1918

HOURS

No.on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	8 A.M.	12 - 1 or when convenient	5 P.M.	No	8	8	48	48

Night Work: Rotation No night work

Ages of Women on night work

Wages: Jan.1.1918 and hours **Order 27** **Supplement No. 7** **Present**

Dec. 10.1917	Dec.15.1917			
$75	$90	$91.65	$115	

(Position held by man,R.B.Snyder. Woman came in in March. Transferred from Supt.'s office as personal force.)

Nationality: American

Union Membership Yes.

Names & positions of persons interviewed:

Tom L. Johnson,Supervisor of Signals
Jessie M. Harris,Clerk

Date June 23. 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

42

(8)

City, Town or Shop	Division	Railroad
Elmira, N.Y. Freight Office	Buffalo	D. L. & W.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5.	Janitress	1	0	0	0	Since war. Man till June, 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	8 A.M.	12 - 1.30	5.30 P.M.	No	8 Since Feb. 6.	8-1/2	48	51

Night Work: Rotation

Ages of Women on night work No night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No. 7	Present
$45	$55	$70	

Nationality: American

Union Membership No

Names & positions of persons interviewed:

F. W. Rogers, Agent
Mrs. Josie Stage, Janitress.

Date June 21, 1919 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

(1-50 inclusive)

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Rough Sheet Hours

INSPECTION SHEETS

Hall

New York Series

ERIE RAILROAD

R.R. No.	Series No.	Occupation		Address
1	(1)	Clerk	Div. Eng.	Jersey City, N. J.
2	(2)	Clerk	Signal Supervisor	
3	(3)	Clerk	Master Carpenter	
4	(4)	Stenographer	Marine Dept.	
5	(5)	Clerk	Ticket Office	Jersey City Terminal Sta.
6	(6)	Matron	Waiting Room	" " " "
7	(7)	Cleaner	Ferry House & Station	" " "
8	(8)	Clerk	Employment Bureau	23d St. Ferry House, N.Y.
9	(9)	Matron		"
10	(10)	Ferry Ticket Seller		"
11	(11)	Ferry Ticket Seller		Chambers St. Ferry He
12	(12)	Ferry Ticket Seller		Pavonia Ave. Ferry
13	(13)	Clerk	Yard Foreman - Car Repair Shop	Jersey City
14	(14)	Clerk	Gen. Foreman - Car Repair Shop	Jersey City
15	(15)	Coach Cleaner	Jersey Ave. Yard	Jersey City
16	(16)	Coach Cleaner	Monmouth St. Yard	"
17	(17)	Coach Cleaner	Kelso St. Yard	"
18	(18)	Clerk	Erecting Shop	"
19	(19)	Clerk	Erecting Shop	"
20	(20)	Electric Welder	Erecting Shop	"
21	(21)	Cleaner	Roundhouse	"
22	(22)	Clerk	Round House	"
23	(23)	Clerk	Master Mechanic (Frt. House)	"
24	(24)	Clerk	Div. Accountant "	"
25	(25)	Clerk	Storekeeper "	"
26	(26)	Clerk	Frt. Off.	"
27	(27)	Cleaner	Frt. House	"

INSPECTION SHEETS

New York Series

ERIE RAILROAD

R.R. No.	Series No.	Occupation		Address
28	(28)	Clerk	Gen. Foreman	Secaucus, N. J.
29	(29)	Janitress	Master Mechanic	Secaucus, N. J.
30	(30)	Storeroom Attnts	Storeroom	Secaucus, N. J.
31	(31)	Clerk	Trainmaster & Gen.Yd.master	Port Jervis, N. Y.
32	(32)	Phone Op.	" "	Port Jervis, N. Y.
33	(33)	Clerk	Eastbound Yard Office	Port Jervis, N. Y.
34	(34)	Phone Op.	Eastbound Yard Office	Port Jervis, N. Y.
35	(35)	Clerk	Master Mechanic	Port Jervis, N. Y.
36	(36)	Messenger	Master Mechanic	"
37	(37)	Clerk	Caller's Off.(M.M. Bldg.)	"
38	(38)	Clerk	Checking Booth - Shop Yard	"
39	(39)	Lathe Tender	Machine Shop	"
40	(40)	Nut Tapper	Machine Shop	"
41	(41)	Tinsmith's Helper	Machine Shop	"
42	(42)	Tool Rm.Attndt.	Machine Shop	"
43	(43)	Sweeper	Machine Shop	"
44	(44)	Clerk	Car Shop	"
45	(45)	Messenger	Car Shop	"
46	(46)	Carpenter's Helper	"	"
47	(47)	Storeroom Attndt.	"	"
48	(48)	Bolt Threader	"	"
49	(49)	Material Carrier	"	"
49½	(49½)	Oil Cup Tender	Roundhouse	"
50	(50)	Roundhouse Clerk	Roundhouse	"

(6)

City, Town or Shop	Division:	Railroad:
Jersey City Terminal Station Waiting Room	New York	Erie

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
8.	Matrons	2	0	0	2	0	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	8 A.M.	-	4 P.M.	Every other	8	48 (or 56)
1	4 P.M.	-	12 Mdn't			

Night Work: Rotation None. Night hours as above.

Ages of Women on night work 38

Wages: before Order No. 27	Under Order No. 27	Present
$30	$55	$70 (Count matrons and janitress same)

Nationality:	Union membership
Negro	No

Names & positions of persons interviewed:

Mr. Swann, Station Master
1st. trick Matron

Date Dec. 5, 1918 Agent E. R. Hall

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

FEB 7 1919

7

(7)

City, Town or Shop	Division:	Railroad:
Jersey City Terminal Ferry House and Station	New York	Erie

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
5	Cleaning Women	3	0	0	3	7	One many yrs. Two recently

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	8 A.M.	-	4 P.M.	-	8	48
2	5 A.M. 5 P.M.		8 A.M. 8 P.M.	-	6	36
				(Also overtime Saturday night. See below.)		

Night Work: Rotation Night hours as above. No rotation.

Ages of Women on night work These women also work from 6 to 8 hours Saturday night. They receive a day's pay for the night's work.

Wages:	before Order No. 27	Under Order No. 27	Present ✓
(1)	$40	$50	$70
(2)	45	50	70 (men same)

Nationality:	Union membership
Negro	No

Names & positions of persons interviewed:

- Swann, Station Master.
(Cleaning women not seen.)

Date Dec. 5.1918 Agent E. R. Hall *Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

FEB 7 1919

9
(9)

City, Town or Shop	Division	Railroad
23rd. St. Ferry House New York City	N.Y.	Erie

Class	Occupation	Number Women	No. under 21 years	No. children under 16	Number colored	No. men same occ.	Date first employed.
8.	Matron	2	0 (62.50?)	0	1	3 porters (cleaning men)	Always

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Week
1	6.20 A.M.	-	2.30 P.M.	Yes	8	56
1	2.30 P.M.		10.30 P.M.			

Night Work: Rotation — Alternate shifts each week

Ages of Women on night work. White woman, 62
Colored woman, about 50 (not seen)

Wages: Before Order No. 27	Under Order No. 27.	Present
$25	$45	$70

Nationality	Union Membership
American (1) Negro (1)	No

Names and positions of persons interviewed:

Edw. Silverman, Station Master
Station Matron (white)

Date Dec. 4.1918 Agent E. R. Hall

FEB 7 1919

Women's Service Section U.S.R.A. No. 1.

Erie Railroad - 23rd. St. Ferry House

Matrons.

1.

These women, one white and one colored, have general charge of the ferry house waiting room and are supposed to do the cleaning in the Women's Rest Room and Toilet on the first floor and in the toilet on the second floor reserved for the use of the clerks in the Employment Bureau.

After my inspection of the Employment Bureau I called the attention of the Station Master to the need of better care in this toilet, and went over the place with him. At first he was inclined to resent criticism and to insist that there was no cause for complaint in the condition of the toilet, but he finally admitted that he had trouble with his cleaning women and that they didn't often get up there. The women referred to are the two matrons. One of these, a rather decrepit old woman who has been with the company thirty years, has trouble with her knee and says she can't get upstairs. The other one, whom the Station Master referred to a a "fat lazy nigger wench", refused to assume that duty as part of her work. When the Station Master fully realized that the inspection was made by an agent of the Administration at Washington, he was very anxious to give satisfactory assurances and said he would see that the work was properly done if he had to "fire both women". This he had previously declared he was unable to do, as they had been with the company many years and expected to be cared for. It is evidently a case of worn out or incompetent employees kept on to the detriment of the service.

FEB 7 1919

City, Town or Shop: Jersey City Roundhouse

Division: N.Y.

Railroad: Erie

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date first Employed
5	Cleaning Woman	1	0	0	1	0	May 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	6 A.M.	12 - 1	3 P.M.	Every other	9	54 (or 63)

Night Work: Rotation

No night work

Ages of Women on night work

Wages: before Order No. 27	Under Order No. 27	Present
25¢	35-1/2¢	37¢ (men same)

Nationality:	Union membership
Negro	No

Names & positions of persons interviewed:

W. A. Quilter, General Foreman

Date Dec. 30, 1918 Agent Edith R. Hall

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

FEB 7 1919

City, Town or Shop
Secaucus, N.J.
Master Mechanic's Office

Division:
N.Y.

Railroad:
Erie

Class	Occupation	Number Women	No. under 21 years	No. Children under 16	Number Colored	No. men same Occupation	Date fir Employed
5.	Janitress	1	0	0	1	0	Dec. 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1	7 A.M.	12 - 12.30	3.30 P.M.	No	8	48

Night Work: Rotation

No night work

Ages of Women on night work

Wages: before Order No. 27		Under Order No. 27	Suppl. 7	Present
25¢	27¢	27¢	37¢	40¢ (Interp. 1 ~~to Suppl.~~ 7)

Nationality: Negro

Union membership: No

Names & positions of persons interviewed:

L.R.Laizure, Master Mechanic
R.Stokle, Chief Clerk
Susie Hart, Janitress

Date January 21.1919 Agent Edith R. Hall

*Omit for "personal service"

WOMEN'S SERVICE SECTION U. S. R. A. No. 1.

21-47A 133

Rough Sheet. Hrs.

INSPECTION SHEETS Ross

Chicago Series

ILLINOIS CENTRAL

R.R. No.	Series No.	Occupation		Address
1	(20A)	Ticket Clerk		Blue Island, Ill.
2	(21)	Clerk	Aud. of Pass. Receipts	Chicago
3	(22)	Clerk	Aud. of Station Accounts	
4	(23)	Clerk	Aud. of Station Accounts	
5	(24)	Clerk	Frt. Claim Ag.,Dictaphone Div.	
6	(25)	Clerk	Frt. Claim Ag.,Record Div.	
7	(26)	Clerk	Frt. Claim Ag.,Voucher Div.	
8	(27)	Clerk	Frt. Claim Ag., Mail Div.	
9	(28)	Clerk	Frt. Claim Ag., Loss & Damage Div.	
Pullman				
#6	(29)	Cleaner		
R.R		Linen Counter	I C Cleaning Yards	
10	(30)	Coach Cleaner	Cleaning Yards	16th Street
11	(31)	Dictaphone Op.		
		Office Girl	Aud. Frt. Receipts,	Dict. Mach. Bur.
12	(32)	Clerk & Msgr.	Aud. Frt. Receipts	" " "
13	(33)	Clerk	Aud. Frt. Receipts,	Elliot Fisher Machine Bureau
14	(34)	Clerk	Aud. Frt. Receipts,	Interline Bur.
15	(35)	Clerk	Aud. Frt. Receipts,	Trac. Bur.
16	(36)	Stat. Clerk	Aud. Frt. Receipts,	Statistics Bur.
17	(37)	Clerk	Aud. Frt. Receipts,	Revising Bur.
18	(38)	Clerk	Aud. Frt. Receipts,	Local Abstract Bur.
19	(39)	Clerk	Aud. Frt. Receipts,	Station Accounts Bur.
20	(40)	Clerk		
		Way bill sorter	" " "	Claim & Record Bur.
21	(41)	Clerk	" " "	Tabulating Bur.
22	(42)	Clerk	" " "	Overcharge Bur.

(over)

INSPECTION SHEETS Ross

Chicago Series ILLINOIS CENTRAL

R.R. No.	Series No.	Occupation	Address
23	(43)	Janitress Scrubwoman	Gen. Off. 63d Street, Chicago
24	(44)	Clerk	Supt. Frt. Service, 63d St.
25	(45)	Clerk Sorter	Ticket Receiver, Randolph St.
26	(46)	Laundress	
27	(47)	Clerk Sorter	Car Accountant
28	(47-A)	Clerk	Asst. Fed. Auditor 12th St. Station
29	(47-B)	Clerk	Disbursements & Expend. " "
30	(47-C)	Clerk	General Accountant " "
31	(47-D)	Clerk	Local Freight Off.
32	(47-E)	Matron	Frt. Claim Hg.

Yards
Town or Shop — Division — Chicago Series #29
Chicago — Railroad
Pullman Company 6

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5. 29 8	Cleaners	50 ✓		All except forewoman, who is Irish	30	
8. 29A	Linen counters	3 ✓		All		

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	7 A.M.	30 min.	4:30 P.M.		9	10	63	70
	Every third Sunday off with pay			3 a month				

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

Cleaners
- Women 21 ¢ — 33 ¢ — 89.10
- Men 26 ¢ — 38 ¢ ✓
- Forewoman 26 ¢ — 38 ¢ — 102.60 ✓
- Linen counters 21 ¢ — 33 ¢ × 9 × 30 — 89.10 ✓

Nationality: Irish. 49 Negro

Union Membership: yes — C. of L.

Names & positions of persons interviewed:
Foreman of yards
Forewoman of cleaners

Date June 3, 1919 — Agent Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Chicago Series # ~~146~~ 29

Pullman Company 6

-1-

The women here do only inside cleaning, washing and wiping woodwork, washing windows, cleaning metal, and helping with headlining.

Men do the vacuuming and blowing and handle all carpets.

One white woman is forewoman and has held this position since 1900. She superivises the women at their work, takes care of the head rests etc.

The linen counters work in the linen room of the coach shed, counting and sorting linen before it is sent to the laundry. Men carry the heavy bags of linen from the cars into the room, and empty them. The women do not use a platform.

-2-

The women's toilet has been described in the report to Mr. Bevin, Federal Manager, I C. The Pullman cleaners and the I C cleaners share the use the same toilet; 70 or more women. The toilet is entirely inadequate for this number, containing only two seats, and one small sink, with one faucet. There are no partitions in this room, and the door opens directly onto the coach yards.

The Pullman women are better provided for than the I C in dressing room facilities. They have a low ceilinged room over one of the coach shed offices, fitted with metal lockers, a table and benches. A skylight gives ventilation and light. The room is steam heated.

63rd. Street

Chicago Series # 43

City, Town or Shop	Division	Railroad
Chicago	Gen. Offices	I C 23

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Scrubwomen	4				
	~~Matron~~	~~1~~	None	All		
	Janitresses	9			9 (couples)	
	Total	13				

5 M

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	30 min.	4:30	0	8	8	48	48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		Order 27	Supplement No. 7	Present
$ 47.50	8"	$68.64	All $87.50	same

Note discrepancy in wage for these cleaners and those at the Central Station, I C, (12th St.) though all are under the same supervision.

Nationality: Am.

Union Membership: No

Names & positions of persons interviewed:
Mr. Hildebrand, Custodian.

Date: April 3, 1919

Agent: Helen Ross

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

APR 9 1919

Chicago Series # 21 to 43

General Offices, I C, at 63rd. Street.

These offices are in a beautiful new building, completed about a year ago. Formerly they were in the old station building at 12 th Street, where the other general offices are now.

The 63rd. Street Offices were designed by Mr. B. D. Bristol, Freight Claim Agent. The equipment was designed by him also. All the furnishings are of the Art Metal factory. The desks are all reversible, so that a clerk has practically a small office of his own, sitting at one desk and having at his back another desk, which opens on his side also with shelves etc. The desks each have one drawer only, a small utility drawer. Mr. Bristol believes that everything should be kept in sight and in order.

Each floor is made up of many divisions, but all are in one large room, the entire floor, but for the partitioned space which is the office of the official in charge. Each floor has a chief clerk, who sits on a raised platform. All the desks in the office face the Chief Clerk.

The offices are light and well ventilated. Desks are not close together, so that little confusion results from the many desks.

Wash stands, towel racks with individual cotton towels, and drinking fountains are generously distributed on each floor.

On each floor is a rest room for women, adjoining a beautifully appointed toilet room and cloak room. No lockers are provided, merely shelves and hooks and coat hangers. The rest room is furnished nicely with several wicker chairs, a couch, and medicine chest with hot water bottles etc. I was surprised to hear that these rest rooms are kept locked all day and I asked for an explanation, to learn that the girls had so abused the privilege and had lost so much time from their desks that it was decided to lock the room, give the key in keeping to the woman in charge of the girls on each floor, or to keep them hanging conveniently in the office, so that any girl who needs to rest may have real quiet. I inquired why not leave the room open at noon, and received the reply that the room is too small to accommodate all of the girls on one floor, and it was thought that the girl who needed the rest would get more at noon by the other plan. Some of the girls are said to like the plan; others have complained of it.

APR 9 1919

L & N

Ellis

144

8

INSPECTION SHEETS
1919

Ross

Memphis Division

LOUISVILLE & NASHVILLE

Div. No.	Occupation	Place	Address	No.
1.	Stenographer Temp. Stenog.	Division Superintendent	Memphis, Tenn. (L. & N. RR.)	3 1
2.	Cleaners inside-Coach cleaning yards		Memphis, Tenn. (Terminal)	30
3.	Cleaners inside-Cleaning Yards, Union Sta.		Memphis, Tenn. (Pullman)	14

Coach cleaning yar ds

Town or Shop	Division	Railroad
Memphis, Tenn.	Memphis	Terminal *

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaners inside	30	Few	All colored but foreman	About 30 on outside work.	1912 xxxxxs

HOURS

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
21	8 A.M.	20 min.	4 P.M.	same	8	8	56
4	4 P.M.	"	12 mid.				
6	12 mid.	"	8 A.M.				

One hour additional allowed each worker per week with pay to make up for time required to check in and out.- according to agreement.

Night Work Rotation

Age of Women on night work: All between 25 and 35. Oldest woman in the yards is 54.

Wages: Jan.1. 1918 and hours	Order 27	Addendum to Supplement No. 4	Present
1915 20¢		32¢	45¢

10¢ an hour

(Formerly employed from 7:30 A.M. to 6:30 P.M. with one hour for lunch.)

Nationality:

Union Membership

Yard Foreman does not know, but suspects that they do belong to a union.

Names & positions of persons interviewed:

Mr. W. S. Gaden, Master Mechanic
Mr. J. B. King, Yard Foreman
Mrs. Yankee, Forewoman

Date Dec. 5, 1919 Agent H. R.

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

* Cotton Belt, L and N, Southern, Missouri Pacific, and N C and St. L RR'S.

Memphis, Tenn. Terminal

Cleaners.

- 1 -

Colored women have always been used in these yards as inside cleaners. During the war, a few were put on outside work, but the foreman found this unwise on account of accidents (he said that the negro women are clumsy) and because they were slow at the work. He thinks they are better than men on the inside cleaning.

Each car is assigened to one woman, and each woman is expected to clean two and a half coaches a day, under ordianary circumstanees. Sometimes it is necessary to do more. The foreman finds this plan successful because the woman is wholly responsible for her car or cars, and can not shift the blame for poor work to another woman. Each woman knows her regular coaches, reports to work at the yard office to receive any other instructions when she comes on duty at eight o'clock and reports to the same office at the end of her day. A forewoman is in charge of the day trick, follows up the work of each woman to inspect it, assigns extra work as is needed and in general supervises both the work and the conduct of the women.

Very little extroardinary cleaing is done in these yards. The process of rodinary cleaning is as follows :

The cleaner first dusts the seats and the wood work in order to bring all dirt and refuse to the floor. Then she sweeps, carrying all the trash to the vestibules from which she takes it to the dump. Next, she washes windows, wipes the woodwork, polishes the metal, cleans the cuspidors and hoppers. Last, she mops. There is no division of labor. Each woman does all the work in her coach.

All the terminal work for the five roads is done in these yards. 75 cars are cleaned regularly daily. (2 - next page)

- 4 -

The colored women show a variety of types as in all places where they are employed in large numbers, old and young, and all sizes. It is difficult to tell their age. They wore nondescript clothing of all kinds. Those who were employed to do outside work were required to wear uniforms.

The forewoman is white. Mr. King said that he learned early in his employment of women that it was better to have a woman in charge of them. During the last few years, he has had several white women, some of whom were not successful. He thinks that they failed because they did not know how to handle the negroes. Mrs. Yankee, the forewoman, said that she had found the work hard but agreeable in many ways and that she had little difficulty with the women. She said that the foreman was unusually strict about the conduct of the women. No one is allowed to go into a coach unless for some express business there, and the women are not allowed to congre ate. Mr. King thinks they lose too much time if two are allowed in one coach, becuase they like

to talk and gossip among each other. She told of an incident in which a cleaner was discharged because she was found talking to a mechanic in one of the coaches. This is the only case of discharge she has known s on account of conduct since she began her work in the yards three years ago.

She said that during the war a great many young girls applied and some were employed for the day work. Now however they have practically all left. The present group is a very steady one, she said, and the women are even more steady and more eager to please since their increase in pay. They do not want to lose their good jobs, she said. They rarely a day's work, she said, and never a Sunday.

These women have had their proper increases according to the new agreement since October 20, 1919. They now receive time and a half for all Sunday and holiday work. Mr. King thinks this is too much for a negro, but said of course it had to be done.

Agent inquired about their back pay, and he said he understood that they were going to get it, but that orders had not yet come through to give it to them.

These women formerly worked ten hours , that is until Oct. 20. Mr. King finds that the new system is working out very well in the yards. The work here is continuous- cleaning must go on through the night.

Facilities provided for these women are very poor. In a room adjoining the yard office , in an old frame building is the women's room. It is about 10 by 12, has a very rough board floor, an iron sink, with hot and cold water, one wooden bench and an old broken box which takes the place of another bench, wooden lockers, in which they keep their clothing and supplies, and two toilet compartments, which have no doors. The bowls of these toilets are made of cast iron, and so look far from clean. They have an automatic flush. The wooden frame to one of the seats was half gone. The room was most untidy and unattractive looking in every way. The forewoman said that the women rarely used the room, that they eat their lunch in the coaches, and that most of them lived so near to the yards that they did not change their clothing. Very few even wash here, she said. The room is cleaned daily by a woman assigned to this task, but even after scrubbing, the room looks little better, she said. Agent asked her if she thought the place adequate for the women, and she said yes, on account of of the fact that they so rarely used the room. Agent thinks it is kept about as well as it can be, considering the type of equipment provided. The attitude of the yards seems to be that this is good enough for the negroes. It must be remembered also that many of the white people in these regions do not ask for better. (Contrast, however, the conditions in the Pullman cleaners' room adjoining this.)

Office of Division Superintendent

Town or Shop	Division	Railroad
Memphis, Tenn.	Memphis	Louisville and Nashville

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Stenog.	3	0		0	Several years
	Temporary stenog.	1	(Required by the excessive work entailed by the coal situation)			

No. on each shift	HOURS Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
	8 A.M.	12 to 1	5 P.M.		8	8	48
	In summer, Saturday half day off.						

Night Work Rotation

Age of Women on night work

Wages: Jan.1. 1918 and hours — Order 27 — Supplement No. 7 — Present

All ------ $121.80

Nationality: Am.

Union Membership: no

Names & positions of persons interviewed:
Mr. Mark, Division Supt.

Date Dec. 5, 1919 Agent H. R.

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memphis, Tenn. L and N

Office of Division Superintendent

- 1 -

This office is located on the second floor of the Union Station building, a new and beautiful building. Agent made inquiry concerning the facilities provided for the women in the offices of this building and was directed to this office by the station matron.

- 2 -

A beautifully appointed toilet room with three compartments, and two washstands with hot and cold water are provided. Paper towels are furnished. Everything is very modern in equipment, and is beautifully taken care of. In fact, Agent has seen no station or station offices better cared for than these.

11 women are employed in the offices of this building; in addition to the three named, there are two in the office of the Pullman Superintendent, and six in the office of the Superintendent of Terminal. The latter are in offices in the opposite wing of the building, but the two wings are connected by a balcony. *

The station matron supervises the condition of the toilet provided for these clerks.

- 4 -

A very nice looking group of young women, neat and efficient looking.

* These women have no rest room of their own, but go to the ~~public~~ room for rest, in case of necessity. The women's quarters here are unusually pleasant, consisting of one large public room, a smaller room to be used for the tired and ill travellers, and off this room, a well appointed toilet, under the constant care of a colored maid, - all under the supervision of a most excellent station matron.

Missouri Pacific R.R.

148

3

Supply Dept.

City, Town or Shop: Kansas City, Missouri

Division: K. C. Terminal

Railroad: Missouri Pacific.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
?	Laborers	10	0	all	about 15 days and 3 men.	September 1918

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	8 A.M	12 - 1	5 P.M	none	8	48

Night Work: none

(After 6:00 AM)
(Before 6:00 AM)

Rotation:

Wages:

35 1/2 35 1/2

Nationality:

American negro.

not organized.

Names & positions of persons interviewed:

Mr. Fogarty, Division Storekeeper

Date October 29, 1918

Agent Helen Ross.

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

-1-

Women were first employed in this work when the Supply Department found itself in the dilemma of having supplies dumped in the yards with no help to sort it and put it away. The women pick up the small forgings and castings up to a weight of 25 pounds, carry them in their arms or on a wheelbarrow to the supply bins, which are located in the store house or in the store house yards adjoining, and put the iron in its proper place. They keep the bins clean and the material in order. When orders come for new material, the foreman goes to the bins, throws out desired material, and the women pick it up and carry it to the cars and pack it. They also help unload the incoming supplies.

One negro man works with them at the same rate to do the heavy lifting. "We can't afford to let one get hurt by dragging something heavy from the bin and letting it fall on her foot. It is too expensive", the Chief Storekeeper said. The women object to using a truck, Mr. Fogarty said, explaining this by the fact that the foreman had started them in the work without the use of a truck, thinking it too heavy, and when he tried later to get them to use the truck, they refuded. "They got the notion it was too hard." They will use a wheelbarrow, but prefer to transfer things by hand. They handle all iron rods up to 1 1/8 inch; these rods are from 10 to 20 feet long. One woman drags up the rod to the stack, and another places it on the stack, which is built up several feet high. A rod heavier than 25 pounds is carried by two women, often on their heads, Mr. Fogarty said, "anyway to avoid a truck".

The women also sweep up the storeroom and the yards. On day of inspection, they were all counting material- preparatory to inventory. Only five were on duty.

Women were tried out stacking lumber, but the work proved too hard for them, and the plan was abandoned.

-2-

The dressing room is in an old frame building formerly used as an office, but long since abandoned. The room contains a stove, benches, pails, brooms etc., the women's cleaning suppies. It was very dirty and unkempt; clothing was hanging around on nails, a few pails and wash basins indicated the only washing facilities provided.

A small outside toilet about 100 yards from the room completes the arrangements for the comfort of these women. The whole is fully the distance of a block from the place of the women's work.

The matterof more adequate provision for these women is now being considered in the General Offices in St. Louis.

These women were not in uniform. A few have worn overalls, but the men, not yet accustomed to them have made fun, thus discouraging the women.

-3-

The women are constantly stooping, lifting, and carrying in this work, and though they are supposed, according to Mr. Fogarty, to lift no more than 25 pounds, it is no doubt a difficult matter to regulate. He says the women are not timid about saying what they will not do. He cited an instance of the women's demurring when they were told to arrange in line in the yards couplers which weigh about 250 pounds. It was necessary for three women to drag these into place. There were 100 or more couplers in the yards all of which the women had arranged there. They recently demurred also at moving 100 oil barrels, "but they did it." No standard of weight seems to be very carefully worked out or rigidly maintained.

When the weather is wet, the women are told not to come to work unless there is some inside work to do. Mr. Fogarty thinks it doubtful if the women will work througout the winter though he hopes they will.

-4-

A woman gang leader was tried out but did not prove successful because she was not sufficiently acquainted with the work to give satisfactory orders to the others. The

Laborers, cont'd.

women work better for a foreman. They have never been accustomed to taking orders from one of their own kind.

The five women present on day of inspection seemed orderly and quiet, all about 30 or above. Mr. Fogarty has had no applications from young girls, and will not take them, thinking that problems of discipline would likely arise. There is no supervision other than the foreman's; all the women work together. The men of the yards are not yet accustomed to the women in the yards.

The three interviewed had been in hotel or general housework formerly.

To get into the yards, one must cross a net work of tracks, approaching from either side. There seemed to be no supervision of crossing. Many trains pass and switch here. Mr. Fogarty thinks that this condition and the poor street car service both play an important part in making it difficult to secure labor in the yards.

-6-

The St. Louis office has inquired why these women are not working up to the state limit of hours-54, but Mr. Fogarty thinks this is too long for the kind of work. He thinks also that it is important that the women should come later to their work and be dismissed earlier than the men, on account of the loneliness of this part of the city. The yards are in what is known as the East Bottoms, below high cliffs, and along the Missouri River.

-7-

"We have always had to depend on old men, boys, and Mexicans for our labor. Now we depend on old men, boys, and women; we have to get rid of the Mexicans especially since the wage increase, because theyare more worthless than ever. Before we got the women, our yards were piled up with material that had been so long in the weather that much of it was badly rusted."

15 women began the work; practically all are still on the payroll, though on day of inspection, only one of the original number was on duty. The first women who came were wives of ex-employees, negro men who had gone to other places to secure higher wages. More women are secured through the present women.

-8-

The women have proved more satisfactory than the men now available.

-9-

Mr. Fogarty said he had received no order concerning the use of women as truckers.

Agent thinks the supply departments should be watched carefully since practically all of the work is more or less heavy in character. Cf. Union Pacific, Armstrong, Kas.

If women are to continue in this work here, the St. Louis office should be urged to put through plans for more adequate accommodations for the comfort of these women before cold weather.

New York Central RR Cleveland Div.
No. 75 thruout

1526

INSPECTION SHEETS

R.R. No.	Series No.	Occupation	Address
75	(75)	Stenographer	Chief Clerk's Off. Frt. Off.,Orange Ave. Terminal, Clv
76	(76)	Clerk	Cashier's Off.
77	(77)	Phone Clerk	" "
78	(78)	Bill Clerk	Frt. Forwarding
79	(79)	Comptometer Op.	Frt. Forwarding
80	(80)	Clerk	Frt. Forwarding
81	(81)	Clerk	Switching Dept.
82	(82)	Clerk	Accounting Dept.
83	(83)	Clerk	Car Record Dept.
84	(84)	Clerk	Pay Roll Dept.
85	(85)	Clerk	Frt. Claim
86	(86)	Clerk	Frt. Received
87	(87)	Clerk	" Office
88	(88)	Cleaner	Frt. Office
89	(89)	Clerk	Team Track and Yard Off.
90	(90)	Clerk	Rockport Yard Off. , Frt. Office, Cleveland
91	(91)		Detroit Freight Off., Detroit Ave & 101st St.
92	(92)	Sb. Op.	Telephone Exch. Frt. Off., Orange Ave. Terminal
93	(93)	Phone Ch. Sb. Op.	" " Gen. Off. 3d and St. Clair, Cleve.
94	(94)	Phone Sb. Op.	" " "
95	(95)	Tel. Op.	Telegraph Off. "
96	(96)	Messenger	Telegraph Off. "
97	(97)	Cleaner	Custodian of Bldgs. "
98	(98)	Stenographer	Supt. of Pass. Transportation "
99	(99)	Elevator Op.	"
100	(100)	Clerk	"
101	(101)	Clerk	Paymaster's Off. "

INSPECTION SHEETS

R.R. No.	Series No.	Occupation	Address
102	(102)	Stenographer	Off. of Asst. To Fed. Auditor, Gen. Off. 3d & St. Clair
103	(103)	Stenographer	Motive Power Dept. R.48, Gen. Off. 3d & St. Clair, Clv.
104	(104)	Clerk	Motive Power Dept. R.48 "
105	(105)	Op. blue pr. mach.	"
106	(106)	Clerk	Supt. Frt. Transp. Div.
107	(107)	Clerk	Gen. Mgr. Off.
108	(108)	Stenographer	Eng. Dept.-Chief Engineer
109	(109)	Bk. Keeper & Sten.	Eng. Dept. Eng. Div.
110	(110)	Stenographer	Eng. Dept. Maintenance of Way
111	(111)	Stenographer	Eng. Dept.-Bridge Div.
112	(112)	Draftswoman	Eng. Dept.-Prin. Asst. Eng.
113	(113)	Tracer	Eng. Dept.-Prin. Asst. Eng.
114	(114)	Asst. Op. Blue Pr. Machine	Eng. Dept.-Prin. Asst. Eng.
115	(115)	Stenographer	Eng. Dept.-Prin. Asst. Eng.
116	(116)	Clerk	Stationery Dept.
117	(117)	Clerk	Eng. Dept. Signal Eng.
118	(118)	Clerk	Local Auditor
119	(119)	Stenographer	Rolling Stock Dept.
120	(120)	Off. Girl	Rolling Stock Dept.
121	(121)	Stenographer	Law Dept.
122	(122)	Off. Girl	Gen. Supt. Off.
123	(123)	Clerk	Chief of Police
124	(124)	Clerk	Chief of Police
125	(125)	Clerk	Engineer Accts.
126	(126)	Comptometer Op.	Engineer Accts.
127	(127)	Stenographer	Engineer Accts.
128	(128)	Stenographer	Chief Supervising Agent

Clark

INSPECTION SHEETS

Cleveland Series

NEW YORK CENTRAL

R.R. No.	Series No.	Occupation		Address
129	(129)	Clerk	Gen. Off.-Land & Tax	B.of L.E.Bldg.7th fl.,Cleve.
130	(130)	Clerk	Gen. Off.-Valuation Dpt.	
131	(131)	Stenographer	Gen. Off. Coal & Coke	
132	(132)	Clerk	Gen. Off.	B of L.E.Bldg.9th fl.Cle
133	(133)	Clerk	Gen. Off.-Gen. Pass. Agent	9th fl.
134	(134)	Clerk	Gen. Off.-Tariff-Frt. Traffic	5th fl.
135	(135)	Clerk	Gen. Off.-Frt.Div.-Frt. "	5th fl.
136	(136)	Clerk	Gen. Off.-Frt.Dpt.-Frt. "	
137	(137)	Clerk	Gen. Off.-Valuation Dept.	Crown Bldg.3d & Lake
138	(138)	Clerk	Gen. Off.-Eng. Div.	Marion Bldg.-3d between St.Clair & Lake
140	(140)	Clerk	Gen. Off.-Claim Dept. "	"
139	(139)	Stenographer	" " -Eng. Div.	-Supervisor of Track-Marion Bldg.-
141	(141)	Clerk	Gen. Off.-Supt. of Telegraph	"
142	(142)	Clerk	Gen. Off.-Baggage Agent	"
143	(143)	Phone Op.	Gen. Off. Div. Supt.	"
144	(144)	Clerk	Gen. Off. Div. Supt.	"
145	(145)	Stenographer Clerk	Gen. Purchasing Agent	"

Cleveland Series 88

City, Town or Shop	Division	Railroad
Cleveland, Ohio-Freight Office, Orange Ave. Terminal	Cleveland Div.	N.Y.C. R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaners offices-warehouses	16	0	16	0	1917-some were trucking as well as sweeping. Hired as sweepers after bldg. Opened ~~1919~~

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
14	4 A.M. R.R.Time	8 to 9	1 P.M.	0	8		48	
2 in restaurant	8 A.M.	1 to 2	4 P.M.	0	7		42 or less.	

Night Work: Rotation

Ages of Women on night work — Dates of birth-

5/11/89	1/3/92	5/3/95	7/1/86	7/2/70	9/8/79
8/25/93	3/23/82	3/16/86	8/22/89	8/11/91	6/10/83
4/1/94	7/12/94	3/16/75	2/1/91		

Wages: Jan.1.1918 and hours	~~Order~~ 27	Supplement No. 7..	Present
When new bldg. opened a new authority was asked for to furnish cleaners for the bldg.		$70	$70

Nationality: Colored

Union Membership: 0

Names & positions of persons interviewed:

L. N. Hill, Sec. to Agent.

Date 6/24/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum, Cleveland Series 88.

I. Nature of Duties.

When the women come to work at 4 A.M. they start to work at the office in order to have them clean when the office force comes to work at 9 A.M. (They really start to work at 3 A.M. by the city time) They do the regular office cleaning, sweeping, mopping, and emptying the waste paper. They also clean the windows except those too high. After they get through the offices which is at eight o'clcock when they go off for breakfast, they go down n the platform and sweep until 1 P.M. The floor space of the inbound freight warehouse is 1262 feet by 75 ft. and that of the outbound 1262 by 38 feet. It is this floor space which the sweepers are supposed to keep swept. When some of the women were trucking in the fall, they combined their trucking with sweeping. (Sometimes there were as high as 40 women truckers during 1918)

Two of the women work in the cafeteria up on the third floor. This help is furnished by the railroad to the man who is hired to run the cafeteria. They wash dishes and do cleaning up in the dining room and kitchen.

II. Toilets, etc.

These women have access of course to the toilet rooms furnished the clerks, which they keep clean. (see following page)

They do not work in uniform.

V. Wages.

The women when they were trucking were getting 43¢ an hour. Common labor in the district gets 40¢ per hr. Women, because they are classed as cleaners or sweepers, were given 33 1/3¢ per hr. when the requisition for help for cleaning the new terminal was made. This seems very unfair but permissible under the wage orders. The only solution

Florence E. Clark

is constant agitation to give women unskilled labor the same as male unskilled labor, although in different occupations.

Memorandum Cleveland Series 88.

II. Toilets.

On a trip back to the offices, Miss Hill called my attention to the fact that she had not shown me the toilet room for the women cleaners. Two rooms are located in the basement, one for eating purposes, one the toilet room. The toilet room has a window near the ceiling which makes the room light enough. It is equipped with three water closets. A long basin with three sets of spickets one for hot and one for cold water, permit the women to wash their hands under running water.

The so-called rest room is one of the worst places I have seen about this new station. No window is the room and it is light by electricity. A large table with benches and chairs, where the women eat their breakfast is provided, nothing else. Cleaning rags were hung to dry about the room which gave the room a very bad odor. Miss Hill says there is a room provided on the second floor for the women to leave their cleaning equipment.

In this splendid new building, plans were not made for taking care of the cleaning women. The men truckers have a splendid wash room with showers-the first place where I have seen the railroad introducing uptodate factory fixtures. This situation illustrates the failure of the men to recognize women as a part of their permanent force of workers-the womenclerks have been recognized but not the cleaners.

Florence E. Clark

Cleveland Series 97

City, Town or Shop		Division	Railroad
Cleveland, Ohio.	Custodian of Bldgs. General offices, 3rd and St. Clair	Cleveland Div.	N.Y.C. R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	cleaners-office	7	0	0	5-called porters	20 years ago.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
7	6 P.M.	?	12 P.M. to 2 A.M.	0	6 to 8	6 to 8	36 to 48	36 to 48

Night Work: Rotation

Dates of birth of women are as follows-

Ages of Women on night work: Jan. 20, 1870; Sept. 12, 1873; June 16, 1862; April 1887; Jan. 27, 1879; April 18, 1870; Mar. 18, 1889

Wages: Jan. 1. 1918 and hours ~~Order 27~~ Supplement No. 7.. Present

$34 women	$70 women	$70 women
$60 men	$85 men	$85 men

Nationality:

American born(5) Austrian(1)
Bohemian(1)

Union Membership

No

Names & positions of persons interviewed:
L. C. Anderson, Custodian of Buildings.

7/8/19
Date

Florence E. Clark
Agent

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memoranddm, Cleveland Series 97.

I. Nature of Duties.

The women come to work after the office force leaves. They do the general office cleaning of emptying baskets, sweeping, dusting, etc. They scrub part of the building periodically. They take turnes in cleaning the women's toilets and rest rooms.

The men known as porters(in reality they are day cleaners) mop the halls during the day, handle the ashes, clean the cuspidors, and wash the windows. They in fact do the kind of cleaning that can be done when the office force is at work.

V. Wages.

The Wage increases have been applied and the minimum rate established for janitresses which Mr. A. calls them. According to the wage orders they are getting as much if not more than has been granted them. However, here again is the illustration where the unskilled woman laborer does not get the same rate as the unskilled man laborer. This is one of the injustices to women, which will have to be rectified in the future.

Florence E. Clark

NY Central RR: Cleveland Division

152a

Clark

INSPECTION SHEETS

Cleveland Series

New York Central

Series No.	R.R. No.	Occupation	Address
(1)	1	Seamstress	Rolling Stock-Upholstering Dept.Coll.Shops E.152d St.Clv.
(2)	2	Laborer	Rolling Stock-Wood Mill,Collinwood Shops E,152d St.,Clevel.
(3)	3	Laborer	" " Paint Shop, " " " " " "
(4)	4	Clerk	" " General Off., " " " " " "
(5)	5	Clerk	" " Freight Off., " " " " " "
(6)	6	Clerk	" " Electrical Dept. " " " " " "
(7)	7	Clerk	" " Gen. Foreman " " " " " "
(8)	8	Clerk	" " Paint Shop " " " " " "
(9)	9	Clerk	" " Wood Mill " " " " " "
(10)	10	Tinner's Helper,Motive Power-Locomotive	" " " " " "
(11)	11	Laborer	" " Mill Wright " " " " " "
(12)	12	Cleaner	" " Round House " " " " " "
(13)	13	Cleaner	" " Master Mechanic " " " " " "
(14)	14	Clerk	" " Master Mechanic " " " " " "
(15)	15	Clerk	" " Gen. Foreman " " " " " "
(16)	16	Clerk	" " Machine Shop " " " " " "
(17)	17	Clerk	" " Erecting Shop " " " " " "
(18)	18	Clerk	" " Lot Order Off. " " " " " "
(19)	19	Clerk	" " Boiler Shop " " " " " "
(20)	20	Clerk	" " Mill Wright " " " " " "
(21)	21	Clerk	" " Blacksmith " " " " " "
(22)	22	Multigraph Op.	" " Master Mechanic " " " " " "
(23)	23	File Clerk	" " Blue Print Room " " " " " "
(24)	24	Clerk	" " Round House " " " " " "
(25)	25	Clerk	" " Engine House " " " " " "
(26)	26	Clerk	Stores Dep't. Storekeeper's Off. " " " " "

INSPECTION SHEETS

Series No.	R.R. No.	Occupation	Address
(27)	27	Clerk	Stores Dept.-Stationery Sect.,Coll. Shops E,152d St. Clv.
(28)	28	Clerk	" " Frt. Off.
(29)	29	Clerk	" " Storehouse
(30)	30	Clerk	" " Foreman
(31)	31	Clerk	" " Shipping
(32)	32	Clerk	" " Scrap Dock
(33)	33	Clerk	" " Iron House
(34)	34	Clerk	" " Engine House
(35)	35	Clerk	" " Lumber Yard
(36)	36	Store Room Attendants: Order girl	" " Retail Dept.
(37)	37	Store Room Attendant: Assembler Checker	" " Stationery Sec.
(38)	38	Store Room Attendant Stock Assembler	" " Shipping, 2nd. fl.
(39)	39	Store Room Attendant Case Girl	" " " " "
(40)	40	Store-Attendant Case Girl	" " Upholstering
(41)	41	Cleaner	" " Main Off. Bldg.
(42)	42	Laborer	" " Scrap Dock
(43)	43	Laborer	" " " "
(44)	44	Machinist's Helper	" " " "
(45)	45	Supervisor of Women Employees	" " Off. & Stationery Dept.
(46)	46	Sb. Phone Op.	Coll.Shops
(47)	47	Typist	Auditing Off., Chem. Lab. Bldg.
(48)	48	Stenographer	Auditing Off., Chem. Lab. Bldg.

INSPECTION SHEETS

R.R. No.	Series No.	Occupation	Address	
49	(49)	Comptometer Op.	Auditing Off. Chem. Lab.Bldg., Collinwood Shops,Clv.	
50	(50)	Clerk	Auditing Off. 2d and 3d floor	
51	(51)	Asst. Chemist	Chem. Lab. Bldg.	
52	(52)	Clerk	Eng. of tests,Chem. Lab. Bldg.	
53	(53)	Clerk	Equipment Eng.Chem. Lab. Bldg.	
54	(54)	Stenographer	Equipment Eng.Chem. Lab. Bldg.	
Pullman# 8	(55)	Car Cleaner	Union Station-Yards, Cleveland	Pullman Co.
9	(56)	Car Cleaner	Union Station-Yards, Cleveland	Pullman Co.
10	(57)	Car Cleaner Coverer	Union Station-Yards, Cleveland	Pullman Co.
11	(58)	Forewoman Car Cleaner	Union Station-Yards, Cleveland	Pullman Co.
12	(59)	Linen Rm. Employee	Union Station-Yards,Cleveland	Pullman Co.
13	(60)	Linen Rm. Employee	Niagara Laundry Bldg.3420 Hamilton Ave. Clv.	Pullman Co.
14	(61)	Clerk	Yard Off. Cleveland	Pullman Co.
62	(62)	Parcel Clerk	Union Station Cleveland	
63	(63)	Parcel Agent	Parcel Room, Union Station, Clv.	
64	(64)	Auditing Clerk	Ticket Off. Union Station, Clv.	
65	(65)	Clerk	Ticket Off. Union Station, Clv.	
66	(66)	Matron	Women's Rest Rm. " "	
67	(67)	Baggage Agent	Baggage Master " "	
68	(68)	Clerk	Station Master " "	
69	(69)	Clerk	Ohio Frt. House, 105th St., Cleveland	
70	(70)	Matron	105th St. Pass. Sta., Clv.	
71	(71)	Ticket Sellers	Ticket Off. 105th St. Pass. Sta., Clv.	
72	(72)	Clerk	Frt. Agent Off., Orange Ave. Terminal, Clv.	
73	(73)	Head Mail Clerk	Mail Room "	
74	(74)	Clerk	Chief Clerk's Off. Frt. Off. "	

(See next Folder)

Cleveland series #1

City, Town or Shop	Division	Railroad
Cleveland, Ohio, Collinwood Shops, E. 152ndSt.	Rolling Stock-Upholstering Dept. Cleveland	N. Y. C. R. R. Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
3	seamstresses	2	0	0	2 who work part time at upholstering also	Oct. 1905

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
2	8.30 A.M. R.R. Time	1 to 1.30	5 P.M.	0	8	9	44	54

during June, July and August work only 4 hours on Sat.. Rest of year, full day.

Night Work: Rotation

Ages of Women on night work: No night work

Wages: Jan.1.1918 and hours ~~Order 27~~ Supplement No. 4. Present

1 at 35 1/2¢ (was on piece work) 68¢ 141.44 same

2nd woman recently hired at 48 1/2¢ per hour 48 1/2¢ 102.88 "

Nationality: American born

Union Membership: No

Names & positions of persons interviewed:

F. C. Grunman, foreman, Upholstering Dept.

Date 6/9/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1. JUN 16 1919

Memorandum to Cleveland Series #1, Seamstresses.

Occupation.

The two sewing machines, which look like ordinary machines only larger, are on the 2nd floor of the Upholstering Dept. Shop. Here two men also work and here the office is located, shut off from the work room by partitions, part glass, part wood.

The seamstress who has worked in the shop since 1905 and who draws 68¢ per hour, receives her orders direct from the foreman who gives her the number and dimensions of each article. She cuts the articles and does the necessary sewing on them.

She cuts out and sews by machine curtains for any kind of coach, awnings for offices; bedspreads, table clothes, and fancy draperies for private coaches. She sews by hand carpet for coaches. The day of inspection she was making curtains for coaches. This particular desgin needs a slit cut in the hem for the insertion of the handle. This slit the seamstress had measured and cut, inserting the bottom rod in the hem herself. The other metal attachments were inserted by another worker.

The seamstress who had just started to work was sewing on awnings.

Minor repairs on her machine such as mending the belt, and straightening the shuttle erasers, are made by the skilled seamstress. She says the sewing the machines should be overhauled more often than they are.

Toilet Facilities and Surroundings.

The toilet used by the seamstresses is at one end of the workroom opposite the office and contains two seats and two sinks. Because the workroom is on the top floor and because there are many glass windows, the room was necessarily hot the hot summer day when the inspection was made.

The women do not wear uniforms; of course they wear aprons.

Florence E. Clark

Cleveland Series 2

City, Town or Shop	Division	Railroad
Cleveland, Ohio, Rolling Stock-Wood Mill Collinwood Shops-E. 152nd, St.	Cleveland	N. Y. C. R.R. Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
10	laborer-inside	✓ 1	0	0	10	Feb. 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	8.30 A.M. R.R. Time	1 to 1.30	5 P.M.	0	8	9	44 1/2	50

Night Work: Rotation

Ages of Women on night work: no night work

Wages: Jan. 1. 1918 and hours | ~~Order 27~~ Supplement No. 7 | Present

26¢ for 10 hours (women never worked 10 hours)

32 1/2¢ from Je to Sept. 1918, received in addition per cent of piece work earned in the shops.

✓ 40¢

Nationality: American

Union Membership: Amer. Fed. of Railroad Workers, Local 179.

Names & positions of persons interviewed:

Minnie Augustine, laborer.
W. M. Carey, foreman of wood mill.

Date 6/9/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 16 1919

Memorandum, for Cleveland Series 2, laborer.

Nature of duties.

The woman in this job, though classed as a laborer is really an office and shop cleaner. She scrubs, sweeps, and dusts the office which is partitioned off the work room. She does the same for the toilet room used by herself, the clerks in the Wood Mill and the Freight Repair offices. This toilet room was evidently planned when it was thought the war was to continue and more women would be hired, as the room contains 4 seats and 8 wash basins. The room was clean when the inspection was made.

Mrs. Augustine also cleans in the shop. She sweeps up with an ordinary house broom the saw dust and shavings from the workmen's benches. Most of the shavings are carried away by means of air suction pipes connected to the work benches, some of course falls off the benches. The cleaner merely sweeps the saw dust and shavings to one of the numerous suction pipes in various parts of the work-room located near the roof supports and the waste in carried away to the nearby building where it is bailed.

This wood mill room is the best equipped as to machinery and removal of dusts that I have met in the course of my inspections of railroad shops.

Uniform.

The cleaner was neatly dressed in a blue and white uniform, evidently home made after the pattern of the B & O uniform which is generally worn by the laborers and store attendants.

Florence E. Clark

JUN 16 1919

JUN 10 1919

Addendum to Collinwood Reports.

Lunches.

Those women in the Car Dept. who get 1/2 hour for lunch eat at their desks or in the rest room provided, described in Memo #3. This room is separate from the toilet room. If they so desire they could go to the lunch room ppovided on the third floor of the Stores Dept. a short distance away. Some of those who get 1 hour for lunch, go the Y.M.C.A.(a five minute walk away) where a fairly good lunch is served the men and women at a fairly reasonable price. Others eat at their desks. A number go home as they live either within walking distance or they can take the car.

Practically the same conditions exist in the Motive Power Dept. Those who get the hour for lunch go home or to the Y.M.C.A. or eat at their desks and then go out for a walk. I see no reason why the girls who have 1/2 hour can not eat at the lunch room provided for the Stores Dept. or the Car Dept. The separation of the three departments is the result of separation of jurisdiction of officials. The buildings are all located together within the fence and there seems to be no class distinction between the clerks of all the departments as sisters sometimes work in different departments and meet at noon.

The law says that when a suitable lunch room is provided the employee if a woman need have only 30 minutes for lunch, if there is no lunch room an hour. I asked the factory inspector, Miss Bean, what suitable lunchroom meant. She said that all they could require was a room separate from the work room. If the employer had provided that, she felt the courts would uphold him rather than the factory dept. They however urged that warm plates be provided so that the women could heat some food or drink for lunch. She has been out to Collinwood a number of times and has considered the arrangement in keeping with the law.

Florence E. Clark

Cleveland series 3

City, Town or Shop	Division	Railroad
Cleveland, Ohio, Collinwood Shops, E. 152nd St.	Rolling Stock-Paint Shop Cleveland	N. Y.C. R.R.Co

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
10	laborer-inside	1	0	0	2	Aug. 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct.1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct.1918
1	8 A.M. R.R.Time	1 to 1.30 or any convenient time	4.30 P.M.	0	8	9	44	54

Night Work: Rotation

Ages of Women on night work No night work

Wages: Jan.1.1918 and hours Order 27 Supplement No.7.. Present

26¢ for 10 hours(on a per cent of piece work done in the shop) 40¢

Nationality: American

Union Membership: no

Names & positions of persons interviewed:
Tillie Kuchenbecker, laborer

Date 6/9/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 16 1919

Memorandum, for Cleveland Series #3, Laborer.

Nature of Duties.

Though on the pay roll as laborer, Tillie is in fact a cleaner of offices and toilets. She scrubs and sweeps the Doctor's office in the Main Office Building, the general foremans office, the office of the paint shop, and the halls and the toilet, all of which are located in one of the shops buildings. The toilet rooms contains, 2 seats, 2 wash bowls, and a mirror. A small room off the toilet room is used by the clerks in the paint, electrical and Genl. Foreman's offices as lunch and rest room. In this room there is a leather couch, screened. Tillie says there is an order out that if the girls are sick they can come here and stay one half hour. If they are too sick to get up and work after a half hour, they are supposed to go home.

Tillie was not in uniform the day of the inspection.

The offices and toilet room were clean and well cared for.

Florence E. Clark

JUN 16 1919

Cleveland series 11

City, Town or Shop | Division | Railroad

Motive Power-Mill Wright

Cleveland, Ohio-Collinwood Shops, E. 152nd St. | Cleveland | N.Y.C R R CO

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
10	laborer-inside	1	0	0	0	July 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	8.30 A.M R.R.Time	1 to 1.30	5 P.M.	0	8	9	44	54

Night Work: Rotation

Ages of Women on night work: no night work

Wages: Jan.1.1918 and hours: 25¢ per hour

~~xOxxxxxxx~~ Supplement No. 7.: 40¢

Present: 40¢

Nationality: Austrian

Union Membership: no

Names & positions of persons interviewed:

Antonia Fabyan, laborer

Date 6/9/19

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 16 1919

Memorandum, Cleveland series 11, laborer.

I. Nature of Duties.

Cleans Mill Wrights office; sweeps shops with regulation house broom, carrying the waste away in a wheel barrow.

II. Toilet arrangement, etc.

Uses toilet decribed in Memorandum #10 and changes clothes there. Goes home for lunch. Dressed in bloomers.

Florence E. Clark

JUN 16 1910

Cleveland series 12

City, Town or Shop	Division	Railroad
Motive Power-Round House Cleveland, Ohio-Collinwood Shops, E. 152nd St.	Cleveland	N.Y.C. R.R.CO

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	cleaner-office	1 ✓	0	yes	1	Dec. 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct.1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct.1918
1	6 A.M. R.R.Time	time off to eat lunch-usually 20 minutes	2 P.M.	yes*	8#	9	40 to 48#	54

* but off every Monday and also every other Sunday

Night Work: Rotation

paid for 8 hours but works less as time is allowed for meals

Ages of Women on night work

Wages: Jan.1.1918 and hours	~~Oct.1918~~	Supplement No. 7	Present
22 1/2¢ per hour		40¢	40¢

63.20 ✓

Nationality: Colored

Union Membership: No

Names & positions of persons interviewed:

C.H. Kibler, Chief Clerk
A. W. Winston, clerk in Master Mechanic's Office.

Date 6/10/19 Agent Florence E. Clark

JUN 16 1919

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum, Cleveland Series 12, office cleaner

I. Nature of Duties.

Cleans the offices used by the women clerks both in the Round House and in the low office building attached. Also cleans the very small toilet, used by all women clerks around the Round House. The Toilet has one seat, one basin, and one mirror.

She also sweeps off the wooden platform just out side of the office door. Before being appointed as office cleaner, the present occupant swept the platforms in the Round House. All women have now been taken off this work.

Florence E. Clark

JUN 16 1919

Cleveland series 13

City, Town or Shop	Division	Railroad
Cleveland, Ohio-Collinwood Shops, E. 152nd St.	Motive Power-Master Mechanic Office Cleveland	N.Y.C. R.R.Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	cleaner-office	1 ✓	0	0	1	many years before war

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct.1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct.1918
1	Irregular-usually 4 hours before offices open in the morning and 4 hours after office force goes home			0	8	8	48 or less	48 or less

Night Work: Rotation

Ages of Women on night work: Sometimes works until 10 P.M.- date of birth 1870

Wages: Jan.1.1918 and hours	~~Order 27~~	Supplement No..7.	Present
24¢ per hours for 10 hours		$86.20 fpr 8 hours	$86.20

Nationality: Ireland

Union Membership: ?

Names & positions of persons interviewed:

W. L. Helpin, Asst. Chief Clerk

Date 6/9/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 16 1919

Memorandum, Cleveland Series 13. Janitress.

I. Nature of duties.

Cleans the offices on the first floor. The man who acts as janiter during the day, cleans the windows, the cuspidors, and fills the water bottles.

The assistant to the chief clerk thinks the janitress does not put in 8 hours a day. She is know about the office as "Big Katrinka".

Florence E. Clark

JUN 16 1919

Cleveland Series 41

City, Town or Shop: Stores Dept.-Main Office Bldg. Division

Railroad

Cleveland, Ohio-Collinwood Shops, E. 152nd St. Cleveland Div. N.Y.C. R.R.Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaners-offices	3	0	0	2	July 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
2	8 A.M. R.R.Time	12 M. to 4 P.M.	8 P.M.	0	8	9	48	50
1	8 A.M. R.R.Time	1 to 1.30	4.30 P.M.	0	8	9	48	50

Night Work: Rotation

Ages of Women on night work: 37 and 27 years.

Wages: Jan.1.1918 and hours ~~Oct.1918~~ Supplement No. 7.. Present

22 1/2¢ Perhr. 40¢ per hr. 40¢ per hr

Nationality: Austrian

Union Membership: No-did belong to Amer. Fed. of Railroad Workers but dropped out.

Names & positions of persons interviewed:

May Jirava, supervisor of women.

Date 6/10/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 16 1919

Memorandum, Cleveland Series #41.

I. Nature of Duties.

The two women who work before and after office hours, do general office cleaning, sweeps dust, clean windows, and empty paper. They also clean the toilets.

The cleaner who works during the day, cleans the toilets during the day time, cleans the dining car, and the General Storekeeper's office.

Florence E. Clark

JUN 16

Cleveland Series 42

City, Town or Shop	Division	Railroad
Cleveland, Ohio-Collinwood Shops, E. 152nd St.	Stores dept.-Scrap Dock Cleveland	N.Y.C. R.R.Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
10	laborers on scrap dock	20	0	1	45	June 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
20	8.30 A.M. R.R.Time	1 to 1.30	5 P.M.	0	8	9	48	50

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours ~~Order XXXX~~ Supplement No..7. Present

22 1/2¢ per hr(for 10 hrs) 40¢ per hr 40¢ per hr.

Nationality: Union Membership

Italian(2); Colored(1); Hungarian, including Magyars(17) No

Names & positions of persons interviewed:

W. F. Richardson, Genl. Foreman.
and the women

Date 6/10 and 11/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Cleveland Series 43

Town or Shop	Division	Railroad
Stores Dept.-Scrap Dock Cleveland, Ohio-Collinwood Shops, E. 152nd St.	Cleveland Div.	N.Y.C. R.R.Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
10	laborer-inside	1	0	0	0	June 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	8.30 A.M. R.R.Time	1 to 1.30	5 P.M.	0	8	9	48	50

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours — ~~Order 27~~ — Supplement No. 7.. — Present

22 1/2¢ per hr. — 40¢ per hr. — 40¢ perhr.

Nationality: Hungarian

Union Membership: No

Names & positions of persons interviewed:

W.F. Richarson, Genl. Foreman.

May Jirava, Supervisor of Women

Date 6/10 and 11/19

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum, Cleveland Series 42 and 43, Scrap Dock.

I. Nature of Duties.

The Scrap Docks are located across the street from the Car and Locomotive Shops, in a fenced-in enclosure with the Round House(where light repairs are made) and a few office buildings for the Round House activities.

Most of the laborers work together on the Conveyor, a sorting belt 75 or 100 feet long, situated between two rows of bins with a track on each side. Scrap is brought in in cars, drawn up sometimes on one track, sometimes on the other, and is unloaded into the bins at one end by means of a magnet attached to a crane(See Picture1). In Pictures 1 and 2 men and women are seen picking up scrap which has been dumped by the magnet into the end bins on either side of the Conveyor. No judgement or selective ability is needed by these workers who merely place the scrap on the belt. It will be seen that the scrap is of all sizes and shapes. The largest pieces of scrap do not get here as they are difficult to pick up with the magnet and too large for the conveyor to carry. However at times pieces are dumped which it is necessary for several women to carry.

The metal belt of the Conveyor is about 1 1/2 feet wide and is run by electricity at the rate of about 3 1/2 miles an hour. It passes down between two rows of bins. See pictures 3,4, &5. Men and women are stationed at various points along the belt and as the scrap goes by, sort out the material, tossing it sometimes across the belt to the proper bin, sometimes behind them. If an extra heavy piece of material gets on the belt, it is rolled off, and a man trucks it away to the bin for larger, heavy material some distance away. There are 18 to 20 bins along the sides of the Conveyor, into which the material is thrown.

It will be seen from the picture that both colored and white men and women work together. In Picture 4 a large husky negro is stationed at the place where the larger material is thrown off. One of the foreman said this was done as much to see that the man did not loaf on the job as it was to relieve the women of the heavy work. Working between two quick women workers, they felt the man was more likely to keep working himself.

Attention is called to the small amount of material moving along the belt at one time. It is not piled on-so the workers have a few minutes to breathe and rest while watching for their particular kind of material to pass by.

Memorandum, Cleveland Series 42 and 43, Scrap Dock.

I. Nature of Duties.

A small Italian woman besides sorting out her particular class of material, sorts out the the material that can be redeemed by the bolt cutter, nut tapper, or bolt threader, at the same time in her bins. The foreman praised her judgement.

When the Conveyor is not working, the women do various kinds of work. They take material off the scrap pile, where long material is tangled and twisted together. They take it over to the shear to be cut and sometimes cut it themselves. This material is of course heavier than that on the Conveyor-the women often carry the long pipe or bars on their shoulders. Two may be seen carrying one bar together. They sometimes load up the pipe and other material cut at the shear and wheel it away. Two types of wheel barrow are used- the one-wheel metal wheel barrow and the 3 wheel wooden wheel barrow, shown in pictuee 6. The latter type is heavy to push but does not require the lifting as well as pushing motion required in the one-wheel barrow. See pictue 7 for the position of a short woman while using the three-wheel barrow.

One of the days of the inspection, one of the colored women was sorting redeemable nuts at one end of the Scrap Dock with a man away from every one else. The foreman said that this particular colored woman was usually given work separate from the rest because she is very much of a lady. Later in the rest room she told me that her husband and she had come North from Atlanta Georgia over a year ago. Her husband works in the ROund House as an ash pit man. They with their four children live in a three room box car furnished by the N.Y.C., along with some twenty other colored colored families who had been brought up from the South by the railroad. The oldest child of the family will enter High School next year and the Mother said,"I am working with my husband so we can get along. You know the children have to be dressed better than most people who live in box cars."

Two of the older women are usually found working under shelter, sorting nuts, bolts, and washers. On rainy days more women are used here, so that as few as possible are left exposed to the weather. The scrap consisting of bolts, nuts, and washers are dumped into a wide mouthed bin, which feeds the material by gravity down upon the work bench. The classes of material are sorted out , also the good from the bad. The sorters sit at their work.

Sometimes the women are put out on another platform, to sort out the various classed of material from the pile. The

Memorandum, Cleveland Series 42 and 43, Scrap Dock.

I. Nature of Duties.

foreman described the scene as suggestive of a flock of chickens scratching on a fresh pile of dirt. By a nod the man in charge will indicate to a woman who gives him a questioning look, the proper pile where the material is to be put.

One women usually sweeps the platforms all day long. See Picture 6.

Another woman is classed with the rest but her entire time is taken up with cleaning the woman's rest room. She washes out the basins three times a day, scrubd the floor, windows, and tables.

Last winter some twelve women worked out all during the cold weather and snow. The statement was made by one of the foreman that the women stood the outdoor work better than the colored men. One of the foreman said that the scrap usually did not stay long enough in one place to freeze but if it did, salt was put on it. Last summer a great many more colored women were on the docks than this year.

II. Toilets and General working Conditions.

A small one-story, two-room building is used for the dressing rooms, lunch room, and toilet room for the women on the scrap dock. Twelve bowls and 6 seats are provided, certain ones set aside for the colored women. In the other room are four long tables with benches. No lockers are provided and the street clothing of the women is hung on hangers on rods at one end of the room or on hooks about the room. The women say they are permitted to come to the lunch room at 9 and 3 on the railroad time to eat. They have 1/2 hourat noon on their own time. The colored women also eat here at one table.

Before the women are set to work they are sent over to Miss Jirava, who inquires if they are pregnant. She tells them that if they want to work they have to wear a uniform(the B & O uniform is sold by the N.Y.C. to the women) Over their uniform the women usually tie on aprons front and back of burlap, oilcoth or carpet, waste material sent to the scrap docks(See Picture 8) Some of the women wear caps, or hats, most however wear the kerchief of the foreign born. In rainy weather the

Memorandum, Cleveland Series 42 and 43, Scrap Dock.

II. Toilets and General Working Conditions.

women wear a square piece of oil cloth with a head hole cut in it, pulled over the head and tied down around the waist. Some also wear a piece of oil cloth tied over their heads. In winter the women wrap themselves up well, and wear felt shoes. One woman told me she wore 5 sweaters.

III. Labor Supply and Future Use of Women.

Mr. W. F. Richarson, General Forman, and Mr. McMahon, the storekeeper, both had the greatest praise for the women's work. They need no driving and very little direction and supervision. They were as busy as bees when the inspection was made. That they use good judgement in the classifiaction and selection of materials is the testimony of the foreman.

The Railroad is paying the going rate for common labor in the district but as the railroad only works 8 hours, while neighboring plants work 9 and 10, it is difficult to get men to work. Consequently last week two women were hired to work on the Scrap Dock. The movement of women is into the occupation at this point rather than out.

IV. Some of the good and bad features about the employment of women on these Scrap Docks.

Exposure to the weather of all kinds is bad for both the men and women. It is cold in winter, hot in summer, and wet when it rains.

The women do carry heavy weights despite the warnings of foremen. The women told me that the men carried the heavy material and did not complain.

The wheel barrows are of course heavy to push. Sheet iron has been nailed down on part of the platform but the irregular seaming in spots requires extra effort to get the wheel barrows across.

The type of woman who has been hired is of course better adapted to this kind of work than American born women. A fairly wise selection of workers has been made.

IV. Some of the good and bad features about the employment of women on these docks.

A good moral tone exists although men and women work along with each, under men foremen. I asked the women if the men ever bothered them. One replied,"We all married-no bother us." Mr. McMahon, the storekeeper, said that last year some women reported that two colored men were bothering them. The case was investigated and it was found that the men were to blame. They immediately discharged the men in the presence of the workers, so there would be no doubt as to the cause of their leaving. No trouble has arisen since, according to the testimony of Mr. McMahon. (Compare the method of handling this case with the way in which the case was handled in Lucknow Shops, Harrisburg)

The women like their work and seem to enjoy it, although some say it is heavy and dirty. Of course the big attraction to them is the rate of pay-which is higher than most of the factory work, some of which pays a s low as 23¢ per hour and day work which pays 30¢ per hour.

Miss Jirava, the Supervisor, says that there fewer women staying out because of accidents than men. She seemed to think that the women were more careful. This conculsion should not be taken without more study as the desire not to lose a days' pay may cause the women to make light of any injury, where the men who are acknowledged to be poorer workmen, may be glad of any chance to loaf. No relief money is paid while the worker is out. One woman had just returned from being out two weeks because of a nail she had run in her foot.

The woman supervisor who can speak to the women in their own language makes it possible for the women to report any trouble to her altough she is not directly in charge of them.

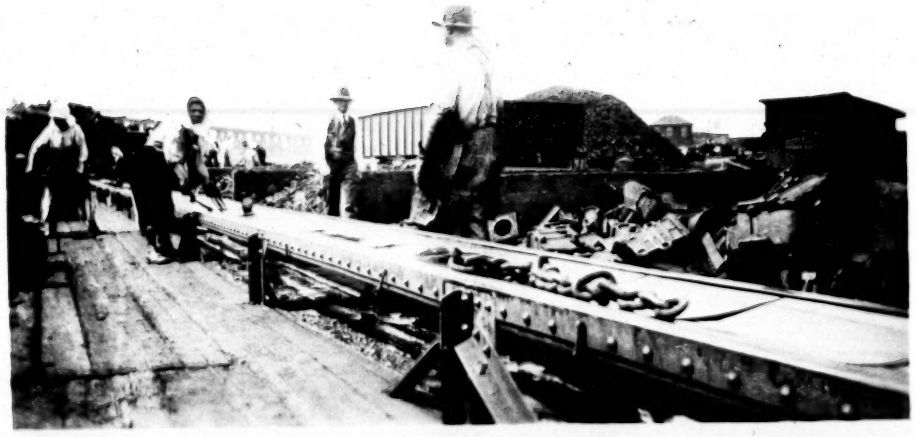
Florence E. Clark

Collinwood - Scrap Dock June 1919 1.

Collinwood - Scrap Dock June 1919 2

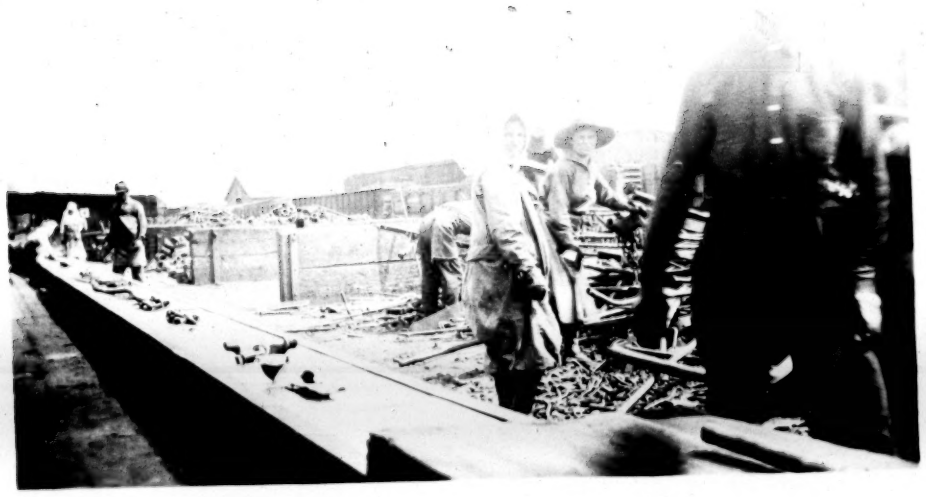
[illegible] - Chapelle, Jr. 1914

3



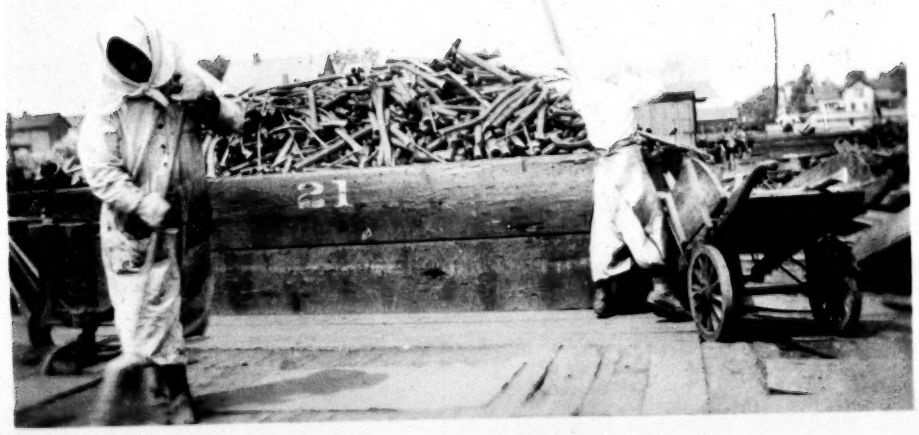
[illegible] - Chapelle, Jr. 1914

4



Collinwood Scrap Docks June 1944

5



Collinwood Scrap Docks - June 1944

6.

Collenwood - Scrap Book - June 1919 7

Collenwood Scrap Book, June 1919 8

Cleveland Series
No. 44

ADJUSTMENT RE

Rate of pay.

City and State	Division	Railroad
Cleveland Ohio.	Cleveland	N.Y.C. R.R.Co.

1. Office, Shop or Platform
Scrap Dock-Collinwood

2. Official in Charge
W.F.Richardson, General Foreman
F.J.McMahon, Storekeeper.

3. Employee Involved
Robert Lee Nickerson, Colored girl

4. Address-street number if necessary
Bliss Road(Euclid) Cleveland Ohio

5. Source: Developed during course of inspection.

6. Statement of Case:
Laborer has been operating shear machine at least 50% of the day for the last few weeks, but has been paid her old laborer's rate of 40¢ per hour.

7. Action by Agent:

a. Instructed girl how to take up her grievance under Circular 3.
b. Saw Mr. McMahon and stated the case to him. He said that the workers had not brought this particular rate to his attention. The men operators of machines inthe Stores Department were receiving 40¢ per hour. He acknowledged however that Sup. 4 had been applied to 2 welders in the Stores Department. He said he did not know whether Sup. 4 or Sup. 7 was to be applied in the Stores Dept. He was open-minded about the whole question and said that perhaps a number of men should be rerated and not only the woman. I asked him if he would like me to make a written statement of the case. On receiving an affirmative reply, the attached letter was written.

8. If unadjusted, name of next higher official with address:

9. Action by Office:

10. Statement of Adjustment made and date:

Mr. McMahon on June 26th writes that the 40¢ rate was due to an oversight and request has been submitted to the Management to pay 45¢ per hr.
(See attached letter)

11. Date of Inspection June 10 and 11, 1919

12. Name of Agent. Florence Clark

USRA-WS No.3

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS

NEW YORK CENTRAL RAILROAD
(WEST OF BUFFALO)

J. P. MURPHY,
GENERAL STOREKEEPER

COLLINWOOD, OHIO

June 26, 1919. b 51744

Miss Florence E. Clark, Field Agt.,
U. S. Railroad Administration, W. S. S.,
Cleveland, Ohio.

My dear Miss Clark:

Referring to yours of the 14th relative to rates or pay for women operating Shear Machines.

The payment of 40¢ per hour is due to an oversight in applying the wage rates, and we are submitting form to the Management, requesting authority to put the 45¢ rate into effect.

Yours very truly,

FJMc

F J Mahon

June 14th, 1919

Mr. F. J. McMahon, Storekeeper,
New York Central Shops,
Collinwood, Ohio.

My dear Mr. McMahon:

As you requested me to bring to your attention any irregularity which I chanced upon in the course of my inspections, I am reporting the following situation to you.

During my inspection of the Scrap Dock at Collinwood on June 11th, I found a woman, Robert Lee Nickerson, operating a shear machine. She claimed that she had been on it most of the day for the last three weeks. Mr. W. F. Richardson, the General Foreman, said that she spent about 50% of her time at the shear and 50% at laboring work about the Dock. She is paid 40¢ per hour for both kinds of work.

It has been my understanding that the shear machine, cutting bar stock and scrap, has been classed as a helper's machine and the operator is to receive 45¢ per hour. I base my understanding upon Sections 2-B, 3-B, and 6-B of Supplement 4 to General Order 27 and upon Interpretation 1 to Supplement 4, which says that "Employees in any department performing the class of work specified in Sup. 4, General Order 27, shall receive the same rates of pay...If their present payroll classifiaction does not, conform they shall be given correct classification."

It appear to me that a laborer assigned to this job should be paid the 45¢ rate for the time he operators the machine.

Perhaps the payment of 40¢ is due to an oversight in applying the Wage Rates; or perhaps you are interpreting the Wage Orders in same other manner. If it is the former, will you kindly inform me what steps you will take to make the adjustment to 45¢; or if it is the latter, will you kindly set forth your arguments in full, so that I can present both sides of the case, your and mine, to the Washington office.

I want to thank you again for the courtesy you have shown me.

Very truly yours,

Cleveland

or Shop Stores Dept.-Scrap Dock Division Railroad

land, Ohio-Collinwood Shops, E. 152nd St. Cleveland Div N.Y.C. R.R.Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
10	Machinist's helper-Sheares operator*	1 ✓	1=20	1	0	May 1919
	* on pay roll as laborer					

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	8.30 A.M.	1 to 1.30	5 P.M.	0	8	--	48	--

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours | Order | Supplement No. 7.. | Present

22 1/2¢ | 40¢ per hr | 40¢ perhr. ✓

Incorrectly rated when on the machine(does some laborer's work also)

Nationality: Colored

Union Membership: No

Names & positions of persons interviewed:

W.F. Richardson, Genl. Foreman.
Robert Lee Nickerson, (f) Sheares operator.

Date 6/10 and 11/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memoraridum, Cleveland Series 44, Scrap Dock.

I. Nature of Duties.

On June 11th, the second day of inspection at the Scrap Dock, Robert Lee Nickerson, a colored girl, was working on the shear machine. I asked that she be sent for and when questioning her before Mr. W.F.Richardson, the General Foreman, she said that sometimes she did other work but that lately she had been spending pradically all day at the shear. Mr. R. said that she had been put there because she could tell the different classes of material very readily and could direct the others what to do. He said she spent perhaps 50% of her time lately at the machine. When questioned later the girl said that a man had had the job but that he had been injured and she understood he was not coming back. She said she received 40¢ per hour.

Mr. Murphy, one of the foreman under Mr. Richardson, told me that all men operating the machines received laborer's rate if they were hired as laborers. If the two welders operated one of the machines, he of course received his 68¢ per hour.

Miss Nickerson said that she had worked at the Docks for eleven months-Previously she had cleaned at a hospital.

Florence E. Clark

ADJUSTMENT RE

Cleveland Series No. ~~55, 56, 57.~~

General Discrimination against women as to rates of pay.

City and State	Division	Railroad
Cleveland, Ohio		Pullman Co. #8, 9, 10

1. Office, Shop or Platform
Union Station-Yards

2. Official in Charge
Leon Christensen, General Foreman

3. Employee Involved
All car cleaners.

4. Address-street number if necessa

5. Source: Developed during inspection.

6. Statement of Case:

The Wage Increase has been properly applied to the rate the women were getting Jan. 1918. But because the Pullman Co. discriminated before against the women, it is still discriminating against them. This I found true in my inspections at Bailey St. Yards, outside of the Camden Station on the B & O. I believe some of the other agents have found it to be true. This is a discrimination which can not be adjusted locally by the women or by the Women's Service Section.

Just as the Pennsylvania Railroad has been made to give the correct rate to all women car cleaners in an order from the General Manager's Office, after our two orders came, namely Int. 10 to G. O. 27 and Int. 5 to Sup. 4, so it seems to me that the case should be brought to the attention of one of the executive officers on the Pullman Co. and General order issued to remove this discrimination.

7. Action by Agent:

Agent is unable to do anything locally-is making suggestion to Manager of the Womn's Service Section, that the case of general discrimination be brought to the attention of the officer of the Administration who is in charge of the Pullman Co., such as a Federal Manager or Regional Director. The experiences of the other agents would help furnish the data I believe.

8. If unadjusted, name of next higher official with address:

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 6/18/19

12. Name of Agent. Florence Clark

USRA-WS No.3

Cleveland Series 55
Railroad
Pullman Co. 8

, Town or Shop — Division

Cleveland Ohio-Union Station-Yards

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners Inside	✓ 25	0	22	15 plus 2 who water and 1 who ices the car.	No records in office but foreman said always.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
1	9 A.M. R.R.Time	1 to 2	7 P.M.	yes*	9	9	54	54

* But off one day a week.

Night Work: Rotation

Ages of Women on night work No night work

Wages: Jan.1.1918 and hours	~~Order 27~~	Supplement No. 4	Present
17¢(women)		33¢(women)	✓ 33¢(women) 47.22
22¢(men)		38¢(men)	38¢(men)

Nationality:
22 Colored
3 White-Amer. Born

Union Membership
Railroad Coach and Station Cleaners and Porters(20-all colored)

Names & positions of persons interviewed:
L. Christensen, Mechanical foreman.

Date 6/10/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Cleveland Series 56

y, Town or Shop
leveland, Ohio-Union Station-Yards

Division

Railroad
Pullman Co. 9

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners-outside	3 ✓	0	3	2	May 1917

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
3	9 A.M. R.R. Time	1 to 2	7 P.M.	Some Yes*	9	9	54	54

But get off one day a week

Night Work: Rotation

Ages of Women on night work: No hight work

Wages: Jan. 1. 1918 and hours ~~Order No.~~ Supplement No. 7. Present

22¢ (Men) No women on outside coach cleaning — 38¢ — 38¢ ✓ 88.92

Nationality: Colored

Union Membership: Railroad Coach and Station Cleaners and Porters (3)

Names & positions of persons interviewed:

L. Christensen, Foreman

Date 6/18/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Cleveland Series 57

Town or Shop | Division | Railroad

Cleveland, Ohio-Union Station-Yards | Pullman Co. 10

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaner-inside Head rest and tidy Coverer	1	0	0	0	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	8 A.M. R.R.Time	1 to 2	6 P.M.	Yes-off on Wed.	9	9	54	54

Night Work: Rotation

Ages of Women on night work: No night work

Wages: Jan. 1. 1918 and hours ~~Oxdex 27k~~ Supplement No. 4. Present

17¢ (women) 33¢ 33¢

77.22

Nationality: Ireland

Union Membership: No

Names & positions of persons interviewed:

L. Christensen, Foreman.
Marguerette Scanlon, Car Cleaner.

Date 6/19/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum, Cleveland Series 55, 56, and 57.

I. Nature of Duties.

The coach cleaners who work on the inside of the coaches are divided up into two gangs, one lead by a colored forewoman who has only ~~colored~~ colored women in her gang, the other lead by the white forewoman who has both white and colored in her gang. Between 30 and 40 cars come into the yards each day to be cleaned. In the morning the Genl. Foreman tells the forewomen how many cars each has to have cleaned and where they are located. The forewomen are then left to assign the work. Usually there are 10 women in each gang as some are having their weekly day off each day.

Miss Katy the colored forewoman apparently is the best worker, for she has her work fairly well systematized. Two women are expected to clean 4 coaches in a nine hour day. Sometimes they have more to clean, sometimes less according to the number coming into the yards. When two women start to work on Miss Katy's gang, one shines the stands, the other shines the cuspidors, usually 20 to a car. The women alternate this work. The filth is emptied from the cuspidors into a bucket. The brass is shined with a metal polish. After this work is done one of the women cleans the toilets, while the other dusts down the chairs and seat, then sweeps, and then dusts again. The windows, which previously had been raised by the men, are now let down and wipped off. If the windows are seen to need washing, they are washed on the inside, never on the outside by the women. The woodwork is wipped down, the door glasses cleaned as well as the vestibule windows. "Then the vestibule is well dusted with a feather duster, the centers whipped out around the brake wheel, and then the platform neatly swept off with a duster." The women sometimes wipe off the globes. Sometimes they wash off the wood work. The men "bug" the cars and bronze the pipes. All the sweeping is done with a common house broom.

Miss Anna the white forewoman does practically the same processes with her gang, but the work is divided up as the women see fit.

The women who work on the outside of cars work under the General Foreman. Mr. Christensen said that as the women were getting more pay than the inside car cleaners, he did not want to take them off. When they quit, he was not going to hire any more women for the outside. They do all their work standing on the ground. They wipe off the outside of the cars from the windows down, clean the electric batteries on the outside, and clean the steps. They do no ladder work.

The woman known as the "head rest and tidy coverer" takes off the soiled linen and puts fresh on.

II. Toilets and Sanitary Conditions of the Yards.

(58)

See memorandum for full discussion.

Memorandum, Cleveland Series 55, 56, & 57.

III. Organization.

The colored women have all joined an orggnization affiliated with the A. F. ofL. known as the Railroad Coach and Station Cleaners or Porters. A colored organizer was in the district and a man who seems to be connected with the Brotherhood of Railway Carmen of America. I do not quite understand why the Carmen would be getting them into this organization instead of a carmen's local, unless the colored people are not eligible to the carmen's Union. Another interesting feature is the fact that the General Foreman, a former machinist is Pres. of the local. He has no race prejudice, at least in his work, and is most eager to help push up the Wage level.

V. Wages.

Here is another illustration of the policy of the Pullman Co. to descriminate against women in the wage scale. The Wage Order has been correctly applied for the women, still they are paid lower than the men. It seems to me that we might take up the General Practice with the Pullman Co., since it is a general practive now that we have Interpretation 5 to Sup. 4 out and Int. 10 to G. O. 27. There is no use for locals to take it up for the local man could not adjust, the whole policy of the company would have to be changed as it has been on the Psennsylvania R.R. although the correct rate increase had been applied in certain spots.

Florence E. Clark

Cleveland Ser.
No. 58

ADJUSTMENT RE
Insanitary conditions in Yards of
N.Y.C. R.R. CO. and Big Four,
back of Union Station.

JUN 27 1919

City and State	Division	Railroad
Cleveland, Ohio.	Cleveland	N.Y.C. R.R.Co. and Big Four.

#11

1. Office, Shop or Platform
Yards back of Union Station.

2. Official in Charge
Leon Christensen, genl. Foreman, Pul&
J.E.Hill, Dist. Supt., Pullman Lines.

3. Employee Involved
All men and women working in the yards.

4. Address-street number if necessa

5. Source:
Developed during course of inspection.

6. Statement of Case:

a. Inadequate toilet facilities have been provided for both men and women in the N.Y.C. Yards and the Big Four Yards (said to be part of the New York Central Lines)

b. Both men and women do not use the toilets that have been provided for them, instead using the toilets in the cars, dumping the toilets in the yards.

7. Action by Agent:

a. Did nothing about "a" as the problem is one which will have to be worked out by the N.Y.C. Lines in conjunction with the Pullman Co. and by the higher officials.

b. Took the question of the women not using their toilet up with Mr. Hill, who immediately had signs posted in the women's toilet and at the check board, where both the men and women get their checks, instructing them to use the toilets or they "would be dealt with seriously". On 6/24/19 met the women at 8 A.M. at their toilet room and explained to them the need for using their toilet instead of having the waste dumped in the yard. (This latter may may have some tempoary effect, but the constant supervision would be the only thing to remedy the situation of not using the toilets) Of course a toilet nearer to the work should be provided, when one for the men was built.

8. If unadjusted, name of next higher official with address:
Should be taken up with Mr. Crowley, Federal Manager., New York City.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection ~~6/18/19 and 6/25/19~~
USRA-WS No.3

12. Name of Agent. ~~Florence Clark~~

Cleveland Series-58

Town or Shop	Division	Railroad
veland, Ohio-Union Station, N.Y.C. Yards		Pullman Co. 11

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Forewomen Car Cleaners-Inside	2 ✓	0	1	0	Always.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
2	9 A.M. R.R.Time	1 to 2	7 P.M.	Yes-but get week day off.	9	9	54	54

Night Work: Rotation

Ages of Women on night work: No night work.

Wages: Jan.1.1918 and hours ~~Order 27~~ Supplement No. 4 Present

$66 a month with 10 days vacation

38¢ per hour with no vacation. ✓ ✓ 88.92

Nationality:
1 Colored
1 Amer. Born

Union Membership
Railroad Coach and Station Cleaners and Porters (1-Col)

Names & positions of persons interviewed:
L. Christensen, Genl. Foreman.
Anna Weber, forewoman.
Kate Hogan (Col.) Forewoman.

Date 6/18/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

8

Memorandum, Cleveland Series 58.

I. Nature of Duties.

Each of the forewomen is in charge of a gang of car cleaners, which average in number about 10 a day. The General Foreman assigns the number of cars and the specific cars to each forewoman and they are resonaible for getting the inside cleaning done. Miss Katey the colored forewoman said that she had been told not to do any of the work herself, just to assign it to the others. She said she usually went over to inspect and instead of calling the women back cleaned up the spot herself. Each of the forewomen does the mending needed in her cars. When the porters leave the cars, they make a report of the curtains, and chairs or seats needing mending. The forewomen mend the hems, sew on buttons, or mend button holes in the curtains. They also mend the seats with a double-eyed needle. If they see any parts needing repair which the porter overlooked, they do the necessary sewing. Because of the narrow space between the N.Y.C. yards, the vacuum cleaner can not be used as in the P.R.R. yards.

Miss Katy cleaned cars for 13 years in the yards in Macon, Georgia. She says she tells Mr. Leo not to send her any of "these yellow ones to works for her, theys thinks they are white and dont knows how to work". She sometimes recommends a new cleaner for Mr. Christensen to hire. She says there used to be a lot of women cleaning cars in the yards in Macon and they ~~did~~ were not paid very ~~good~~ well.

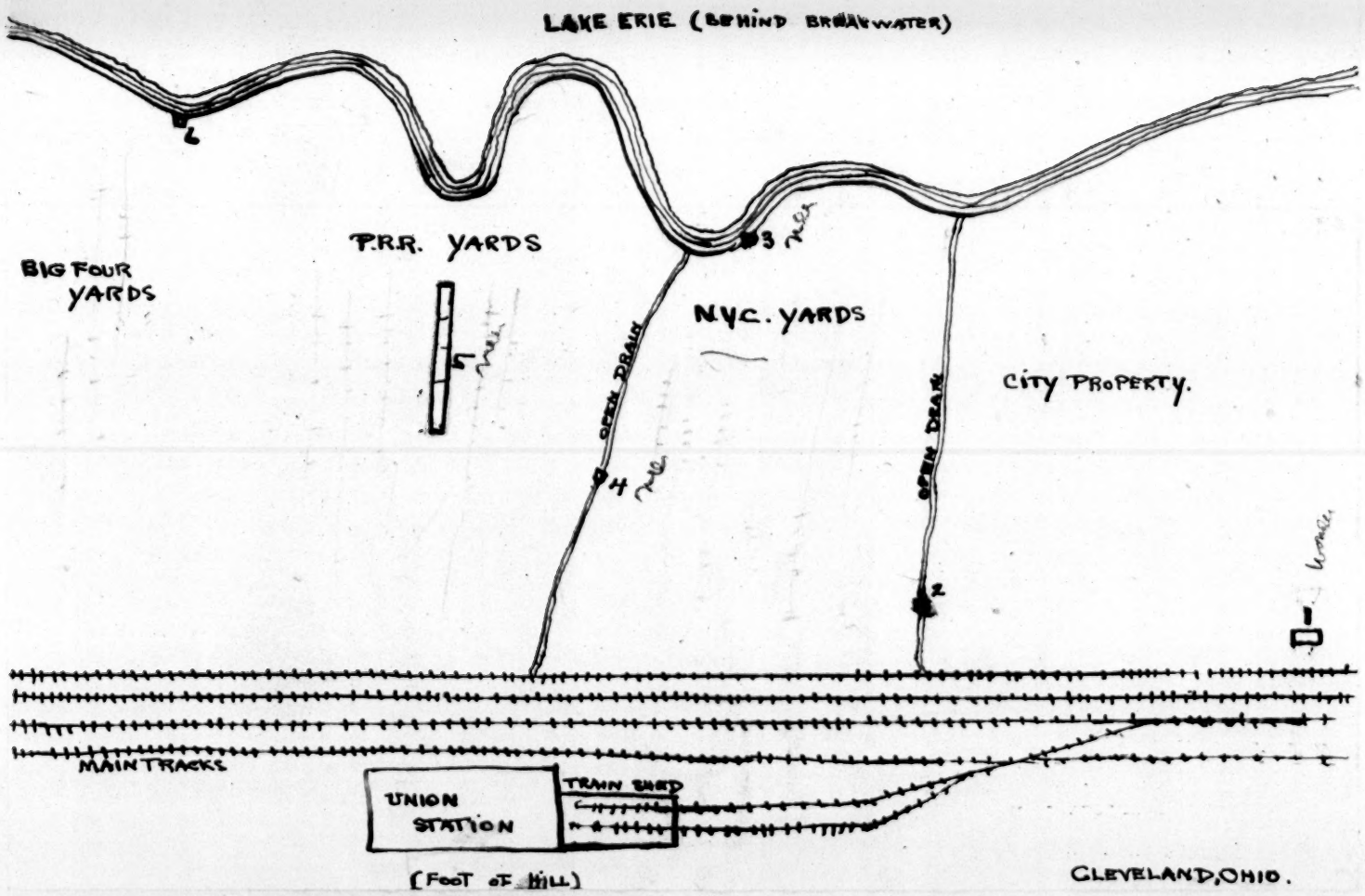
II. Toilet and Sanitary Condition of the Yards.

The toilet is located up the tracks about a five minute walk from the station(it is a longer walk for those who are cleaning cars on the Lake Front) where there is sewerage connections. It is made from an old box car, placed on the ground, equipped with 24 lockers, which can be locked, three small tables, a few benches and chairs, a leather cushion placed on a table for a couch, and a small stove for heating and cooking. One toilet and two wash basins, with sewerage connection are also in the rest room, the seat ~~boxed~~ partitioned off. The windows are screened but not the door.

Miss Katy says she can not get the women to go up there to use the toilet. This was Miss Anna's difficulty also. The women use the cars standing in the yards, and then dump the toilets into the yards. Miss Katy said that the men clean up the yard but it gets bad again(I imagine the men do the same thing) She has heard the workmen who have to work under the cars curse because of the filth. Mr. Ryan, the storekeeper had said to me that he supposed he should not say so but the yards were the most insanitary he had seen. He made no further explanations. As the women were working in the station when I inspected I had not noticed the condition myself. Miss Katy thought the solution was for Mr. J. E. Hill, District Supt. of the Pullman Co. to put up a notice. She said that if it said they would be fired unless they went to the toilet, provided for them, they would do it. She cleans for Mr. Hills family and she said she would speak to him about it herself.

F. Clark

Rough Sketch of Yards behind the Union Station,
Cleveland, Ohio, showing location of toilets.



F.E.CLARK.

II. General Sanitary Conditions of All yards back of Union Station.

A detailed inspection of the work performed and wages paid was made only of women hired by the Pullman Co. in the N.Y.C. yards. The N.Y.C. R.R.Co. hires no women coach cleaners. Bedause of the very bad sanitary conditions however an inspection was made of toilet facilities for both men and women in the three yards located behind the Union Station on the Lake Front, namely the N.Y.C. R.R.Co. Yards, the P.R.R. CO. Yards, and the Big Four Yards, which are a part of the New York Central Lines, I understand. Mr. J.E. Hill, District Supt. of the Pullman Lines took me over the ground as Pullman coach cleaners, some of whom are women work in all three yards. He is much interested in getting the conditions improved but does not want it known that he was the person who pointed out the very bad conditions, as of course they (Pullman Co.) have only rented rights to the property.

In the New York Central Yards there are 25 women coach cleaners (employed by the Pullman Co.) and about 100 men employees of both the New York Central and the Pullman Co. working in these Yards.(See map) In the P.R.R.Co. Yards there are 14 women car cleaners(Employed by the Pullman Co.), 3 women car cleaners (employed by the P.R.R. Co.) and from 30 to 50 men employees of the Pullman Co. and the P.R.R.Co. In the Big Four Yards there are 2 women coach cleaners(employed by the Pullman CO. and some 15 ro 20 men employees of the Big Four and the Pullman Lines.

The P.R.R. and Big Four Yards are at least 8 feet higher then the N.Y.C. Yards. No city sewerage connections are to be found in the yards themselves. Toilet(#1) along the track past the station provided for the Pullman Car Cleaners in the N.Y.C. Yards is connected with the city sewer. Mr. Hill thought there might be city sewer connections across the main tracks on the same side as the station, opposite the Big Four Yards, where the old freight house burned down.

Sanitary conditions in the N.Y.C. Yards and the Big Four Yards are shameful. Conditions in the P.R.R.Co. Yards are better. The P.R.R. Co. has placed the toilets and rest rooms in building #5 (see map), one room for men working for the P.R.R., one room for men working for the Pullman Co., one room for women working for the P.R.R., and one room for women working for the Pullman Co. This building is located between the tracks and readily accessible to the workers in the yards. The toilets are flushed into the Lake with water, the same as if they were connected up with the City system. One seat, flushed with water, is provided for the use of both the Pullman and P.R.R.Car cleaners and is situated in the rest room of the Pullman Car cleaners. The toilet was leaking the day of the inspection. The forewoman said that it

seldom got out of order and when it did the men were handy in the yards and came in almost immediately to fix it. The P.R.R. rest room was equipped with lockers, a wash bowl, chairs, and a mirror. I do not believe there was a couch in the room. A clean curtain was at the window and the place was the cleanest of any of the places provided for women here on the Lake Front. The rest room for the Pullman Car Cleaners was larger, is provided with lockers, two wash bowls which were black with dirt. The curtains at the windows were black, scraps of paper covered the floor. It was a most uninviting place to eat a lunch. The toilet used by the Pullman and the P.R.R. women is partitioned off from this room and has a door 3/4 screened. The toilets and rest rooms for the men seemed to be in better order from a casual glance into them. The equipment seemed to be sufficient (except for cleaning) the maintenance of the equipment was not up to par. The thing to be noted and commended in these rest and toilet rooms is their convenient location in the yards between the tracks. The men and women have no excuse for using the toilets in the cars and so far as I was able to find do not use them but go to the toilets provided for them where the waste can properly be carried off.

Toilet room for the women Pullman car cleaners working in the New York Central Yards is located on the map and marked #1. It has been described at some length at the beginning of the report under section II. The toilet here is connected with the city water. The women come here in the morning and leave their clothing and come back at noon and eat. They use the toilets in the cars during the day. Some of the coaches are cleaned in the train shed, most in the N.Y.C. Yards up toward the Lake Front(perhaps 7 to 10 minutes walk one way) and some few coaches are cleaned in front of the toilet and rest room on a side track.

The men who far outnumber the women in the New York Central Yards, porters, car cleaners, electricians, switchmen, etc. use the toilets in the cars also. For them have been provided two shacks, overhanging the open drain at #2 and #4 on the map. Because of the slight slope into the Lake and little water in the drain, the sewage would not drain into the Lake if the places were used. The day of the inspection of all three yards(June 24th) the drains had some water in them because of a heavy rain the night before but there was little or no motion to the water. At #3 a toilet overhangs the Lake. Mr. Hill said the plan was to have this steamed (cleaned) out once in a while by a flow of steam from a nearby power house. As this toilet is not used this is not done. Toilets are also provided

II. General Sanitary Conditions of Yards back of Union Station.

for the men at the station but unless the men happen to be at the stations, these toilets also are not used.

Adequate toilet facilities for men and women working in the New York Central Yards have not been provided. The best toilet(#1) which has been provided is too far away for the workers from all over the yards to use and this is for women only. What toilet facilities have been provided are not used as the employees use the toilets in the cars and then dump the toilets in the yards. The toilets which have been provided are not properly maintained.

In the Big Four Yards (see map) were two women are employed by the Pullman Co., conditions are at their worst. An old box car divided up into two compartments, furnish dressing rooms for the men and women car cleaners. Separate entrances are provided. The place was disgracefully filthy the day of the inspection. A few nails on the wall and some few sticks of furniture were the furnishings in the women's section. Paper, dirt, general disorder made the place look like a hovel. Mr. Hill told the man guide to tell the women that he was ashamed of the place. The men's room was less disorderly than the women's. The toilet which is never used is divided into two parts, evidently one place intended for the women, the other for the men. No seats were recognizable on one side, so badly in need of repair was the place. In the other side were two seats, black with dirt. The sewage was supposedto drain down into the Lake.

Just as in the N.Y.C. Yards, toilet facilities are inadequate, poorly maintained and not used.

The situation calls for a well thought-out, comprehensive plan for men and women in the employ of the Pullman and N.Y.C. Lines, in both the N.Y.C. and Big Four Yards. No patch work solutions will do. Because of the difficulty of disposing of the waste, the problem of toilets is a difficult one. But it can be solved, I believe, for the Pennsylvania Co. has solved it for their workers, although it must be remembered that their task is easier than in the N.Y.C. Yards as the ground is higher. (The Big Four Yards are on a level with the P.R.R. yards)

Not only must proper toilet facilities be provided but they must be maintained. The workers have become so accustomed to the situation that it will take patient and persistent supervision to see that the toilets and rest rooms are kept in proper conditions and used. The person in charge of the supervising should have authority to deal with the sanitary condition of the men's toilets as well as the women's. A long course of instruction and education is needed.

II. General Sanitary Conditions of Yards back of the Union Station.

Mr. Hill said that the word that expressed the conditi n was "rotten". The conditions are disgraceful. They are menace to the health of the workers, the city and the travelling public. The Pullman blankets are aired in these yards. The practice of using the toilets in the coaches, and the use of the semi-open shacks (if they were used) do not promote the moral tone of the place. From the other point of view the best class of workers will not work were the physical conditions are as bad as these, although the wage situation offers some inducement to them.

III. Hazards.

The Blue Signals are put up only if an employee is working under a car. The cars in which the women are working are not blue flagged and are often bumped. Mr. Hill, 'though he was very earnest and intelligent about the toilet situation, did not think this a serious danger. He said that the cleaners were expected to look out for the cars. Mr. Hill jokingly told the forewoman that a certain colored woman who had been bumped in a car, claimed she was injured and had started suit against the Pullman Co.

Florence E. Clark

Cleveland Series 59

City, Town or Shop: Cleveland, Ohio-Union Station, Yards

Division

Railroad: Pullman Co. 12

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Employees in linen rooms -- linen and car supply checker	1	0	1	1	Jan. 1918

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	9 A.M. R.R. Time	1 to 2	6 P.M.	Yes but has another day off.	8	9	48	54

Night Work: Rotation

Ages of Women on night work: No night work

Wages: Jan. 1. 1918 and hours: $50

Supplement No. 7.: $87.50

Present: $87.50

Man gets the same

Nationality: Colored

Union Membership: No

Names & positions of persons interviewed:

H.J. Ryan, Storekeeper.
Porterfield Philips, linen and car supply counter.

Date: 6/18/19

Agent: Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Cleveland Series 60

Town or Shop | Division | Railroad

Cleveland Series- Niagara Laundry Bldg. 3420 Hamilton Av. | Pullman Co. 13

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Personal service- Employees in linen rooms. -- Linen counters	2	0	0	0	Always.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
2	8 A.M. R.R.Time	1 to 2	5 P.M.	0	8	9	48	54

Night Work: Rotation

Ages of Women on night work: No night work.

Wages: Jan.1.1918 and hours	~~Oct.1918~~	Supplement No. 7..	Present
$40		$87.50	$87.50
$50		$87.50	$87.50

Nationality: American born

Union Membership: No

Names & positions of persons interviewed:

H. J. Ryan, Store keeper.

Date 6/18/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Memorandum, Cleveland Series 59 and 60.

I. Nature of Duties.

The duties of the linen and car supply checker are as follows-she counts the fresh linen left in the Pullman Cars when the cars come in, she makes up the supply of clean linen which is to go into to the cars to make up the full suit required for the car(A card hung in the porters closet on the cars show how linen is required for the car) She puts in all supplies, such as liquid soap, paper cups, toilet paper, matches, and combs. She does not have to carry the linen out-she makes it up in big linen bags; the men truck it out.

The linen checkers are located in a room set aside at the laundry for th Pullman Co. The soiled linen is brought up to the laundry from the cars and is checked by these checkers. After it is laundered by the Niagara Laundry the checkers count it again. Mr. Ryan says the Laundry is going to build a new building and the working conditions will be much improved. Porterfield Philips who used to work up here says the room where the counters work is separate and is a nice place.

II. Toilets.

The Colored linen checker who works on the first floor of the station says that she can go to the public toilets but she more often goes to the cars standing in the yards, as practically all the cleaners have been doing. She was instructed to use the public toilets, by the Field Agent. See Memorandum 58

Florence E. Clark

#363 and Complaint #59

INSPECTION SHEETS

Pennsylvania Terminal

PENNSYLVANIA RAILROAD

R.R. No.	Series No.	Occupation		Address
363	(1)	Seamstress	Sunnyside Yards	Long Island City, N. Y.
Pull. 28	(2)	Car Cleaner	Sunnyside Yards	Long Island City, N. Y.
Compl. #59	(3)	Car Cleaner	Sunnyside Yards	Long Island City, N. Y.

~~#1/2~~ 1

City, Town or Shop	Division	Railroad
Sunnyside Yards Long Island City.	Pennsylvania Terminal	P. R. R. 363

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8.	Seamstress (upholsterer helpers)	1	0	0	0	Always This woman 15 yrs.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1	8 A.M.	20 minutes	4 P.M.	No	8	10	48	60

Night Work: Rotation No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours 10 hrs.		Order 27	Supplement No....	Present
26¢	(30-3/4¢)	35¢	45¢	

Nationality: American

Union Membership No

Names & positions of persons interviewed:

H. Mandeville, General Yard Foreman
Mrs. A. V. Grantzow, Seamstress.

Date May 24. 1919 **Agent** E. R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 9 1919

P. R. R. - Long Island City
Sunnyside Yards

Seamstress

1.

This woman has charge of all the mending done in repairing the passenger ~~cars~~ coaches and diners brought to the shops. That is, mending cushions, car seats, curtains, &c. Also cutting and making new curtains, remaking and rebinding carpets, and applying the metal snaps with which they are fastened to the floor. She has a foot power sewing machine.

Part of her work is done in the car - on upholstered seats, for instance, which she reports are frequently found with long or jagged knife slashes. But most of the work is brought to her in her work room. A large pile of stuff, from which she was working, was stacked at one side of the room. Part of this was strips of carpet, the use of which has now been abolished in the day coaches. This is resewn and, as needed, used in the offices.

5.

Mrs. Grantzow inquired about her pay and thought she ought to be getting the rate of upholsterer.

Located on the second floor, adjoining the Women's Locker room (of Storeroom Bldg 1)

Sec. 2

City, Town or Shop	Division	Railroad
Sunnyside Yards Long Island City	Pennsylvania Terminal	Pullman Company P. R. R. 28

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5.	Car Cleaners.	168	0 (?)	75%	182	Always inside Outside work recent emergency

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day: Present	Per Day: Oct. 1918	Per Wk.: Present	Per Wk.: Oct. 1918
	7 A.M. 9 12 M 8 P.M. 10 "	12 - 1 " 5 - 6 12 - 1 "	4 P.M. 6 " 9 P.M. 5 A.M. 7 A.M.	Every other Since Feb. 9.	8	10	56 -	70 -

Night Work: Rotation

Night force allowed to take one night a week off.

Ages of Women on night work: Middle aged.

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No....	Present
10 hrs.			
20¢	22¢	32-1/2¢ (Inside) 37¢ (5 Outside)	
25¢	26¢	37¢ Men.	

Nationality: Colored, Poles, Italian, American

Union Membership: No

Names & positions of persons interviewed:

H. Crawford, 2nd. Asst. Supt.
George Hammond, Chief Clerk (Colored)

Date: May 24. 1919

Agent: Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

JUN 9 1919

8

ADJUSTMENT RE Complaint No. 59

Car Cleaners, Sunnyside Yards

Sec. 3

JUN 9 1919

City and State	Division	Railroad
Long Island City, N.Y.	Pennsylvania Terminal	Pennsylvania

1. Office, Shop or Platform
Sunnyside Yards

2. Official in Charge
H. Mandeville, Genl. Yard Foreman

3. Employee Involved
Colored Car Cleaners

4. Address-street number if necessar

5. Source: Anonymous letters to U.S.R.A.

6. Statement of Case: Testimony from seven colored women workers indicates rough and unfair treatment from colored boss directly in charge, and indifference to appeal on the part of white man next in authority. (Evidence in case not complete)

7. Action by Agent:
No official action as yet.

8. If unadjusted, name of next higher official with address:
- Hirst, Master Mechanic, 8th. Floor, Power House, 31st. St. opp. Station, N.Y.C.

9. Action by Office:

Compl'd 59

10. Statement of Adjustment made and date:

11. Date of Inspection May 24.1919
USRA-WS No.3

12. Name of Agent. E. R. Hall

(See Report on Complaint # 59) Sec. 3

Shop	Division	Railroad
Sunnyside, L. I. Car Yards	Pennsylvania Terminal	P. R. R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5.	Car Cleaners	68	0 (?)	about 1/4	144	Always some. Increased lately since 3 shifts.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
1/3 -	6 A.M.	20 min.	2 P.M.	Yes same hrs.	8 - Since Feb. 6.	10	56 -	70
1/3 +	8 A.M.	"	4 P.M.					
1/3	9 A.M.	"	5 P.M.					

Night Work: Rotation No night work

Ages of Women on night work

Wages: Jan. 1. 1918 and hours		May 16	Order 27	Supplement No. 4		Present
10 hrs.	20¢	23¢	25-1/2¢	32-1/2¢	37¢	to make even with men.
	25¢	26¢	(?)		37¢	

Nationality: Negro, Polish & Italian, American

Union Membership Car Cleaners' Union among whites does not admit women. Colored men now organizing are considering it.

Names & positions of persons interviewed:

White and Colored Cleaning Women.

H. Mandeville, Genl. Yard Foreman
- Ackerman, Foreman Dining Car Cleaners
- Ackerman, Genl. Foreman of Cleaners
Jas. Small, Foreman of Colored Cleaners

Date May 23 & 24. 1919 **Agent** Edith R. Hall

JUN. 9 1919

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

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INSPECTION SHEET

Clark

Pullman Company Southern Lines

R.R.No.	Series No.	Occupation	Address
1	(1)	Car Cleaners	Terminal Sta. Atlanta, Ga.
2	(2)	Car Cleaners	Southern Repair Yds., Atlanta, Ga.
3	(2)	" "	Charlotte, N. C.
4	(2)	" "	Columbia, S. C.
5	(1)	" "	Asheville, N.C.
6	(6)	Seamstresses	Atlanta, Ga.
7	(7)	Asst. Forewoman	Jacksonville, Fla.
8	(8)	Cleaners	" " "
9	(9)	Cleaners	Wilmington, N. C.
10	(10)	Cleaners	Palm Beach, Fla.
Extra-	unnumbered	Cleaners	Memphis, Tenn.

ADJUSTMENT RE No. 1

Atlanta Series

No dressing room and insanitary toilet

City and State	Division	Railroad 4 /
Atlanta, Georgia-Terminal Station		Pullman Car lines operating on Southern

1. Office, Shop or Platform

Terminal Passenger Station

2. Official in Charge

W.M.Camp, Supt. of Southeastern Territory

3. Employee Involved

All colored women

4. Address-street number if necessar

5. Source: Developed during inspection

6. Statement of Case:

The women have no dressing room and have to carry all wraps, lunches, etc. along with them. They have to use either the public toilets upstairs in the station or a most insanitary toilet in the W.& A. Yards.

7. Action by Agent:

2/21/20 Reported case to Manager of W.S.S.-The Southern Railroad Lines would have to be consulted in this case, as the railroad owns the property. (There has been a Terminal Assoc. at Atlanta but the Agent believes that it is to be discontinued on March first-so report the Atlanta Papers.)

8. If unadjusted, name of next higher official with address:
Mr. Coapman of the Southern orL.S.Taylor, Fed. Mgr. for the Pullman Co. Chgo.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/17/20

12. Name of Agent. Florence Clark

USRA-WS No.3

Town or Shop	Division	Railroad #1
Atlanta, Georgia -Terminal Station		Pullman Car Lines operating on ~~Southern Railroad~~

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car cleaners inside	6	0	6	5	"Always"

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
6	7 A.M.	12 to 1	4 P.M.	Every other Sunday	8	10	56 or 48	70 or 65

Night Work Rotation

Age of Women on night work No night work

Wages: Jan.1. 1918 and hours

21¢ vacuum operators(men)- 10 hours
20¢ men cleaners
15¢ women cleaners

Order 27

Supplement No. 4

28¢ women
29¢ men

Present New Agreement

45¢ all

Nationality:

American-colored

Union Membership

0

Names & positions of persons interviewed:
F.G. Helrigel, Asst. to Mr. Camp
W.M.Camp, Supt. of Southeastern territory

Date 2/17/20

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Atlanta Series No. 1

Duties

The Pullman women who work on Pullmans operating on the Southern are located both at the Terminal Station and in the Southern Repair Yards at Hooper St.(Atlanta Series No. 2)

All the exterior work is done by men. The women said they did the "slop" work, that is the scrubbing, in the smoking and toilet rooms. The men sweep the inside of the Pullmans. The women clean the windows, and dust off the woodwork. The women clean the spitoons in the smoking rooms-they said they emptied the buckets "away from the tracks". The toilets are supposed to have been emptied before the Pullmans come into the train sheds by the Porters when on the outskirts of the city.

There is a crew of two women and one men who treat the Pullmans for vermin. The man rips the beds. One of the women inspects the mattresses and seats, the other puts on the "juice".

Toilet facilities, etc.

The women have no dressing room. They use either the toilet upstairs in the waiting room for the colored people or a most insanitary toilet in the W.& A. yards, about a 5 minute walk one way from where most of the cars are drawn up. The toilet room of the men has had one end partitioned off(with a separate entrance) for the use of the colored women. The door bears a sign for "Colored Women". There is one compartment-the door is not kept locked. The windows in the men's toilet adjacent have been broken out so there is no privacy for them and consequently none for the women. An overhead flush arrangement is supposed to carry the refuse into the sewer. When the Agent inspected the refuse was not carried off and one would have thought it was a privy with no vault, as is so often seen in the South. The floor was very damp. Mr. Helrigel who went with the Agent attributed this to a recent rain. The yards are low and the Agent believes that they must be damp most of the time.

F.E.Clark

ADJUSTMENT RE No. 2

Inadequate dressing room Atlanta Series

City and State **Division** **Railroad** # 2

Atlanta, Georgia-Southern Repair Yard, Pullman Car Lines operating on the Southern

1. Office, Shop or Platform

Southern Repair Yard-Hooper St.

2. Official in Charge

W.M.Camp, Supt. of Southeastern Territory

3. Employee Involved

Nellie Darton, Mattie Klough, Annie Daniels, Irene Williams, car cleaners

4. Address-street number if necessar

5. Source: Developed during inspection

6. Statement of Case:

The dressing is too small, and can only be reached by going thru the men's dressing room. The gang leader is forced to go thru the women's dressing room to a very small storage compartment on the other side which he keeps locked. There is not sufficient privacy.

7. Action by Agent:

2/21/20 Reported case to Manager of W.S.S. As this is on railroad property, the matter will no doubt have to be taken up with the Southern rather than with the Pullman.

8. If unadjusted, name of next higher official with address:

Mr. Coapman Fed. Mgr. of Southern or L.S.Taylor, Fed. Mgr. of Pullman, Chgo.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/17/20

USRA-WS No.3

12. Name of Agent. Florence Clark

Atlanta Series 2

E 2

Town or Shop	Division	Railroad
Atlanta, Georgia	Southern Repair Yards, Hooper St.	Pullman Lines operating on Southern

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaners inside	5	0	5	7	for 7 years at least

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
5	7 A.M.	11.30 to 12.30	4 P.M.	Every other Sunday	8	9	56 or 48	54

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No. 4	New Agreement Present
15¢ women cleaners-10 hours 20¢ men cleaners 21¢ vacuum operators		28¢ women 29¢ men	45¢ all

Nationality:	Union Membership
American-colored	Railroad Men's Int. Benevolent Industrial Assoc. (2)

Names & positions of persons interviewed:

James McLaren, colored gang leader
Nellie Darton, Mattie Hough, Annie Daniels, Irene Williams, car cleaners

Date 2/17/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Atlanta Series No. 2

Duties.

The women do the "slop" work as they term it, scrubbing the floors of the toilets and smoking rooms, polishing the stands and cleaning the cuspidors. They clean the hoppers and dump the "submarines"(the local term) in the yards. The refuse from the cuspidors is also dumped in the yards. Men from the Southern are assigned regularly to cleaning up the yards and hauling away the refuse. These yards are located about a mile from the station, in connection with the repair yards of the Southern.

The men do the work on the main part of the Pullman-inside.

Toilets, dressing room etc.

There is no excuse for not having proper facilities for these cleaners as there repair yards are permanent. The toilet for the women is the same as that used by the Southern cleaners (Series No.3) It is the best toilet the Agent has found in the South. The main objection is that it is not kept locked. The Southern cleaner who showed the Agent the place said that men were always hanging around and that sometimes the cleaners have to ask them to get up from the steps so that they can get in.

The dressing room for these women is entirely inadequate. To reach it one must go thru the combination storeroom and men's dressing room. And the colored gang leader must go thru the women's dressing room to reach a small locked storeroom. Apparently he dresses in the women's dressing room. He said "we have to use judgement in coming in-the women dress first, then the men". The women's room is perhaps 6x8 and some of the floor space is not available because of the wooden lockers, hung on the wall, which project into the room. There are 8 wooden lockers for the women which are not kept locked. There is cold running water in the dressing room-storeroom which the men use. The place is not heated.

The women eat their lunches in the car during cold weather.

One could see that the gang leader is making an attempt to keep the place clean. The quarters are small and the box car which has been fitted up, is old and worn.

F.E.Clark

Organization: McLaren claims that the organization to which two women and he himself belong is not an insurance-it is an"organization to help you hold your job", the address is 3902 S. State St. Chicago.

ADJUSTMENT RE No. 2
Charlotte Series

No toilet or dressing room

City and State	Division	Railroad #3
Charlotte, N.C.		Pullman Car lines

1. Office, Shop or Platform
Cleaning Yard

2. Official in Charge
W.D.Hudson, Agent for Pullman Lines

3. Employee Involved
Estelle Cowles, and relief cleaner

4. Address-street number if necessar.

5. Source: Developed during inspection

6. Statement of Case:
The woman cleaner has no dressing room. She uses the public toilet at the passenger station, colored section.

The dressing room and toilet which should be provided for the women cleaners on the Southern could be used by the Pullman women as well as they all work in the same yard.

7. Action by Agent:
2/18/20 Reported case to Manager of W.S.S.

7

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Federal Manager as Railroad is supposed to furnish quarters for Pullman

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/12/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Charlotte Series 2

Town or Shop | **Division** | **Railroad** #3

Charlotte, N.C. | | Pullman Lines operating on Southern Railroad

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	car cleaners inside	1*	0	1	3 and 2 vacuum men	3 years ago

*and 1 extra

No.on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918 Present	Per Wk. Oct.18
1	8 A.M.	12 to 1	5 P.M.	every other Sunday	8	9	48 or 56	65

Night Work Rotation

Age of Women on night work No night work

Wages: Jan.1. 1918 and hours | **Order 27** | **Supplement No.** | **New Agreement Present**

12 1/2¢ for 10 hours (women) — 28¢ women — 45¢
15¢ " 10 " (men) — 29¢ men — 43¢

Nationality: American-colored | **Union Membership** 0

Names & positions of persons interviewed:

W.D.Hudson, Agent Pullman Car Lines at Charlotte,
Mr. Grier, foreman.
Estelle Cowles, car cleaner

Date 2/12/20 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Charlotte Series 2

Duties.

This cleaner takes care of the ends of the Pullmans, the smoking rooms and toilets. Mr. Hudson told the Agent that there was a city ordinance in Charlotte which forbade the dumping of the toilets at the station. He said the rule was carefully observed. The Agent noticed that the rule was not observed as rigidly as Mr. Hudson thinks.

The cleaners scrubs the floors, polishes the stands and wipes the woodwork in the ends of the Pullmans, as far up as she can reach. She cleans the cuspidors emptying the waste on the waste heap where the cleaners for the Southern throw their waste.

Toilets, etc.

The cleaner has no dressing room. She uses the toilets in the colored section of the waiting room at the station. Mr. Hudson said the cleaner at the Southern station had never been refused admittance but the cleaner had the Seaboard had. They locked the toilet so she could not get in. He has arranged it so his cleaner now has a key.
of the Seaboard

Estelle said she ate her lunch either on the station platform or in the drawing room of the Pullman.

F.E.Clark

ADJUSTMENT RE

No. 2
Columbia Series

No dressing and no toilet
ROOM

City and State: Columbia, S.C.

Division:

Railroad: # 4 Pullman Car Lines

1. Office, Shop or Platform: Cleaning yard

2. Official in Charge: S.H.Pugh, foreman

3. Employee Involved: Hannah Payne, Henrietta Rose

4. Address-street number if necessary:

5. Source: Developed during inspection

6. Statement of Case:

These women have no dressing room and toilet, except the public toilet in the station which is too far away when they are working in the cleaning yard.

If facilities were provided for the cleaners working on the Southern the Pullman women could use them as they work in the same yards.

7. Action by Agent:

2/18/20 Reported case to Manager, W.S.S.

8. If unadjusted, name of next higher official with address:

Mr. Coapman of Southern because if provisions were made for Southern women they could be made available for the Pullman women

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/16/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Columbia Series 2

Town or Shop Columbia, S.C. | **Division** | **Railroad** #4 Pullman Car Lines (operating on Southern and Coast Line)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaners inside	3*	0	3	5	At least 8 or 9 years

* One of these women works full time; the other two each work two weeks, making a full week between them.

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
3	7 A.M.	no noon hour can eat if they want to	3 P.M.	May work on Sun. but work only 6 days a week	8	12	48	84

Night Work Rotation

Age of Women on night work No night work

Wages: Jan.1. 1918 and hours	Order 27	Supplement No. 4	New Agreement Present
12 1/2¢ (women) 13 1/2¢ (men)		28¢ (women) 29¢ (men)	45¢

Nationality: American-colored

Union Membership 0

Names & positions of persons interviewed:

S.H.Pugh, colored Foreman
Hannah Payne, cleaner
Henrietta Rose, Car cleaner

Date 2/16/20 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Columbia Series 2

Duties

The women spend most of their time in cleaning the toilets and smoking rooms. Five or six, sometimes eight Pullmans are cleaned in these yards a day. The women clean the cuspidors in the smoking room, draining off the refuse and throwing it in the garbage pile. They use a small mop to wash the cuspidors and then dry them. They clean the toilets, "scouring the floors". They sometimes help with the window washing in the main part of the Pullman. If any toilet is to be flushed it is done so in yards out of the Station.

Toilets, etc.

These women work sometimes in the station, sometimes in the cleaning yard where the Southern women work, about 10 minutes walk from the station. They have no lockers and carry their lunches and wraps with them. They eat in the smoking room of the Pullmans.

Like the Southern women these cleaners are forbidden to use the toilets in the Pullmans. They have no place to go except to the public toilets in the station. One of the colored women said to the Agent, "If Ise comes on the job half sick, Ise burns up cause the toilet is too far away."

Wages.

One of the women complained because she was not permitted to work full time. The number of Pullmans used in this district since the war has decreased. The foreman is splitting up the work instead of laying one off entirely. The cleaner said she did not dare take up anyother work or leave the house for fear she might be called and lose the work. The pay is so much better than she can get any place, that she would not give up the work entirely.

F.E.Clark

Asheville Series 1

Town or Shop | Division | Railroad ~~4~~ 5

Asheville, N.C. | | Pullman lines operating on Southern

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	car cleaners-inside	4	0	4	14	"always"

No.on each shift	HOURS Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918 Present	Per Wk. Oct. 18
4	7.30 A.M.	12 to 1	4.30 P.M.	every other Sunday	8	9 or 10	48 or 56	63 or 70

Night Work Rotation

Age of Women on night work

Wages: Jan.1. 1918 and hours	Order 27	Supplement No.4	New Agreement Present
About $45 a month(no records in office this far back)		28¢ women 28 1/2¢ men	45¢

Nationality: | Union Membership

Colored | 0

Names & positions of persons interviewed:

W.L.Parker, Agent Pullman Car lines
Mr. Montague, his assistant.

Date 2/24/20 | Agent FlorenceE. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Asheville Series No. 1

Duties.

These cleaning tracks are unusually well arranged, with high platforms on the level with the Pullman platforms, on either side. Racks are on the platforms for use in airing the bedding. A steam table with wooden tray has been fitted up for steaming the tanks. A good many tubercular patients come into Asheville, so extra precautions are necessary.

The women do the same kinds of work as the Agent has found in the other southern towns, scrubbing the ends of the cars, the lineoleum-washing out the spitoons, cleaning windows. The men treat for vermin and do the head linings. There was a woman on head linings but because she refused to carry her scaffold, she was discharged. She reapplied for work as a regular cleaner and has been at work scrubbing for some time.

The waste from the cars and the spitoons is burned in a wire basket along side of the tracks.

Nine regular Pullmans are cleaned each day. During the tourist season there are many more and more help is put on. Mr. Parker said that each cleaner has the same assignment of work each day, so an easy check can be kept as to her or his output.

Mr. Parker said he has tried to get the women to wear uniforms. They would keep themselves cleaner and would look better. He said the women did not keep themselves clean enough and this was needed to have clean cars. He spoke of the bad living conditions of the colored people.

Toilets, etc.

The cleaning yards are near the station so the toilet in the colored section, the only one provided for them, is easily accessible. Mr. Parker said that when he came to Asheville one year ago, the toilets in the station were kept locked so the cleaners could not use them. He arranged with the Supt. of the Southern to have them opened up.

Mr. Parker has made an attempt to provide dressing rooms for both the men and the women. On the platform next to the cleaning track are several small sheds, painted, unheated but in good repair. In the men's shed there are wooden lockers. In the women's nails a shelf - no clothes were hung on the nails however. The outside doors have padlocks. No chairs or stools are in the room.

Mr. Parker said he gives permission for the women to eat in the uncleaned Pullmans. If no place is provided for them elsewhere, they can not be denied this, he said. Mr. Parker was the most liberal-minded man she met among the foreman and heads-he recognized that the colored cleaners had rights and he saw that clean coaches depend much on the workers own cleanlines. The women wash on the platform in their buckets. He says they bring towels.

F.E.Clark

ADJUSTMENT RE

Incorrect rating

No. 5 6
Atlanta Series

City and State	Division	Railroad
Atlanta, Georgia		Pullman Car lines #6

1. Office, Shop or Platform
Excelsior Laundry

2. Official in Charge
J.W.Leamon, Storekeeper

3. Employee Involved
Two women seamstresses

4. Address-street number if necessary

5. Source: Mr. Leamon called attention of Agent to low rates

6. Statement of Case:

These women have always been rated the same as the cleaners. When the 45¢ rate was put into effect, the seamstresses were not included. Yet they have not been rerated under Interpretation 21 to Sup. 7. Mr. Leamon felt it was very unfair for the women to be paid so low. He knew nothing about Int. 21, however.

7. Action by Agent:

2/17/20 Talked matter over with W.M.Camp, Supt. of Southeastern Div. of Pullman Lines. He said he had heard nothing of Int. 21 and would have to receive his order thru L.S.Taylor, Fed. Mgr. Chgo. Adams and Michigan Ave. the Pullman Bldg.

8. If unadjusted, name of next higher official with address:
L.S.Taylor, Fed. Mgr. Pullman Car Lines, Chicago

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/17/20

12. Name of Agent. Florence Clark

SRA-WS No. 3

Atlanta Series 5

Town or Shop	Division	Railroad
Atlanta Georgia-Excelsior Laundry		Pullman Car Lines #6

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Linen menders (seamstresses)	2	0	0	0	"always"

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918 Present	Per Wk. Oct. 15
2	7.30 A.M.	12 to 1	5.30 P.M.	0	9	10	54	60

Night Work Rotation

Age of Women on night work: No night work

Wages; Jan. 1. 1918 and hours	Order 27	Supplement No. 7	Present
15¢ -10 hours		28¢*	Not yet rerated under Int. 21

*Apparently these women have been rerated under Addendum to Sup. 4 with car cleaners-if they had been rerated under Sup. 7, there 10 hour day being reduced to an 8 hour day under Int. 1 to Sup. 7 would have brought the rate up to over 30¢ per hour.

Nationality: American born

Union Membership: 0

Names & positions of persons interviewed:

J. W. Leaman, storekeeper
W. M. Camp, Supt. of Southeastern div.

Date 2/17/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum
Atlanta,Georgia-Series No. 5

Duties

The Agent did not go to the laundry to inspect these employees-her attention was called to the low rates by the storekeeper who also gave her information concerning their duties. Mr.Leamon said that these women mend and remake bags, sheets, coats, etc. using the power machine.

Hours.

The women worked 8 hours for a time but because they could not earn enough to live on, they were permitted to work 9 hours.

Rates.

Mr. Leamon said that he had tried to get the rates of these women raised but had been unable to. The Agent promised to find out why the new interpretation, No. 21 to Sup. 7 had not been applied.

F.E.Clark

ADJUSTMENT RE

Wages

No.

City and State: Jacksonville, Fla.

Division:

Railroad: ~~A. C. L.~~ Pullman Co. #7

1. Office, Shop or Platform: Cleaning Yards

2. Official in Charge: Mr. Buroes, District Supt.

3. Employee Involved: Forewoman of cleaners

4. Address-street number if necessar: Mrs. Bessie Paul, Box 2253, Station A, Jacksonville, Fla.

5. Source: Inspection

6. Statement of Case:

When Mrs. Paul began her work as forewoman, she was paid $60. Under Order No. 27, she received $84.60. Under Sup. No. 4, she was put on an hourly basis, and paid 33¢, which was 5¢ in advance of the cleaners' rate- 28¢. At this time, she was working ten hours a day. When the hours were cut to 8, her monthly earnings went down to about $74, except when she did Sunday work. She requested therefore in July 1919 that she put back on a monthly basis. This was done, and her monthly rate was put at $95. She received back pay on this rate for May and June. When the new agreement was put into effect, and the car cleaners received their 45¢, Mrs. Paul askedfor a raise. On Jan. 1, 1920, her rate was increased to $110. (See next page.) The assistant forewoman at 50¢ an hour can make $120 a month.

7. Action by Agent:

Took up matter with Mr. Buroes, District Supt. who said that all the changes had been made on authority from Chicago, and that he personally had had nothing to do with making them. He had recommended that the last raise given to Mrs. Paul be made, but he did not name the amount. Agent explained to him that Mrs. Paul's salary had been such that it was less than any cleaner could make in a month. Counting two Sundays in 30 days, a cleaner can earn $115. Mrs. Paul would like now to be put back on an hourly basis. From July to Jan. Mrs. Paul was receiv considerable less than the cleaners, at $95. Mr. Buroes said that Mrs. Paul now en joyed the privileges of the salaried group etc. and that he thought she should be satisfied.

8. If unadjusted, name of next higher official with address:

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection: Feb. 19, 1920

12. Name of Agent: H. R.

USRA-WS No.3

3. Employes Involved
Cleaning Yards

1. Office, Prob. to disclosing to management
Giving Julianna

Technical Life.
Staff bar Yard

J. L. Cleaning Yards

Town or Shop Jacksonville, Fla. **Division** **Railroad** Pullman Co. #7

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Forewoman Assistant	1 1	0	0		Forewoman has been employed for 6 1/2 years. Assistant for several months.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8 A.M.	1 hour	5 P.M.		8	8	48

Night Work: Rotation

Ages of Women on night work Forewoman is about 45; Assistant about 30.

Wages: Jan. 1, 1918 and hours **Order 27** **Supplement No.** 4 **Present**

Forewoman $110 see memo
Assistant 50¢ an hour

Nationality:
Forewoman - German

Union Membership
no

Names & positions of persons interviewed:
Mrs. Bessie Paul, Forewoman
Assistant Forewoman
Mr. Buroes, District Supt.

Date Feb. 18, 1920 **Agent** H. R.

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Jacksonville, Fla. Pullman Co.

Forewoman

Mrs. Paul has worked in these cleaning yards for 7 1/2 years, first in the linen room sewing pillows and mending curtains and the like, and then after a year as forewoman for the cleaners. Recently an assistant forewoman has been employed because of the great rush of work in these yards during the winter months; formerly Mrs. Paul has been in sole charge of the men and women cleaners. She reports to a foreman, but she has personal supervision of all cleaning work. She or her assistant inspect every cleaned car before it leaves the yards.

Mrs. Paul knows her work thoroughly the Superintendent said, and so also did the foreman of the A. C. L. cleaners. The latter, Mr. Roberts, spke especially highly of her work, saying that she knew exactly how to deal with the colored people.

ADJUSTMENT RE No._____

Toilet facilities

City and State Jacksonville, Fla. **Division** **Railroad** Pullman Co. #8

1. Office, Shop or Platform
Cleaning yards

2. Official in Charge
Mr. Buroes, District Supt.

3. Employee Involved
Women cleaners

4. Address-street number if necessary

5. Source: Inspection

6. Statement of Case:

The women have a good lunch room and dressing room with shower baths. The latter should have a door or curtain to screen them from the room.

Only a sand box privy is provided for the cleaners. This is clean and well kept, but it is unfortunately located very near to the men's toilets. A toilet room should be built and should be fitted with sanitary equipment.

7. Action by Agent:

Recommended same to Mr. Buroes, who said that such changes had to come through the management of the Jacksonville Terminal.

8. If unadjusted, name of next higher official with address:
Mr. J. R. Kenly, Pres. A. W. L., Wilmington, N. C.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 19, 1920

12. Name of Agent. H. R.

USRA-WS No.3

ADJUSTMENT RE No._____

Wages

City and State	Division	Railroad
Jacksonville, Fla.		Pullman Co.

1. Office, Shop or Platform

Cleaning Yards

2. Official in Charge

Mr. Burdes, District Supt.

3. Employee Involved

Betty Span, cleaner

4. Address-street number if necessary

5. Source:

Inspection. Information secured from Mrs. Bessie Paul, forewoman

6. Statement of Case: Betty Span has been a cleaner in these yards for eight or ten years. During October last, she was engaged in "sewing pillows", that is, she was sewing by hand new ticks on the pillows. She was put on this work only temporarily until all the pillows had been renovated. Later this work was adjudged not to be cleaners' work and was kept on the lower rate of pay, that is 28¢. Since Betty Span was always a cleaner and was doing this work only temporarily and was only by chance engaged in this work at the time of the putting into effect of the new shop agreement, she thinks that she should have received back pay on the basis of the 45¢ rate during that time. She was paid only 28¢ for this month. On Nov. 1, she went back to cleaning in order to get the 45¢ rate.

7. Action by Agent: Took up matter with Mr. Burdes, District Supt. who said that Betty Span was paid at the 28¢ rate because sewing pillows was not "cleaning". Agent explained to him that she was put only temporarily on this work when she did not know of the change and had no freedom of choice in the matter. He said that he would consult the payrolls and see if she were deserving of this back pay. At first, she was paid at the 45¢ rate, and the following month, this was deducted from her check by order from Chicago.

8. If unadjusted, name of next higher official with address:

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 19, 1920

12. Name of Agent. H.R.

USRA-WS No.3

...L. Cleaning Yards

Town or Shop	Division	Railroad
Jacksonville, Fla.		Pullman Co.

#8

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaners	~~60~~ 69	0	all	20(app.)	

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct. 1918	Total Hours Per Wk. Oct. 1918
48	8 A.M.	12 to 1	5 P.M.	Every other Sun.	8	8	48 or 56
20	6 P.M.	20 min.	2 A.M.	"			

Night Work Rotation

Age of Women on night work

Wages: Jan.1. 1918 and hours Order 27 Supplement No. 4 Present 45¢

Back pay has been received.

Nationality: Union Membership yes

Names & positions of persons interviewed:
Mrs. Paul, Forewoman
Mr. Buroes, Supt. District

Date Feb. 19, 1920 Agent H. R.

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Jacksonville, Fla. Pullman Co.

Cleaning Yards

The work of this large force of cleaners is so divided that each woman has a highly specialized job. The forewoman gave to Agent the following list to show the special jobs :

	Women
Vermin gang	6
Steaming cooler	1
Washing mops	1
Washing lamps	2
Sewing pillows	2
Cleaning brass	2
Cleaning headlining	4
Cleaning bunklining	2
Cleaning berth curtains and removing grease spots from upholstery	1
Washing pipes	1
Putting on tidies	6
Washing vest curtains and fans	1
Scrubwomen	38
Night women	20

Vermin gang Two women and one man work in a vermin gang. They remove all the bedding from the bunks, then remove all the upholstery, each piece of which is carefully examined and treated with "bug juice", an insecticide. This examination is made during the busy season once a week, if possible; under any condition once every two weeks. Some times, five or six gangs are kept busy at one time. This is considered a highly skilled job, and only experienced cleaners are chosen for it. In the summer time, the forewoman said that they had to be even more watchful.

Steaming cooler. A sterilizing machine on wheels is drawn up to each coach. The coolers are removed and put into the machine. One woman has been running this machine for several years.

Washing mops. One woman devotes her time to washing the mops used for the vestibule cleaning.

Washing lamps Two women wash the electric light globes.

Sewing pillows The outside ticking of the pillows is frequently changed. Two women remove the ticks and sew, by hand, the new ones.

Cleaning brass Two women spend all ther time cleaning and polishing the brass work of cars.

Cleaning headlining

Jacksonville, Fla. Pullman Co.

Cleaning bunklining Two women spend all their time cleaning the inside of the upper berths. They wash the sides with warm water.

Cleaning berth curtains and removing grease spots from upholstery One woman cleans spots from berth curtains and upholstery.

Washing pipes One woman washes with warm soapy water all the steam-pipes and water pipes in the dressing room. Formerlytwo women were on this work, and they were required in addition ot this work to paint the pipes whereever a paint was rubbed off. When it was discovered that they could qualify for the 68¢ rate as a painter, the painting work was taken from them.

Putting on tidies and head rests Six women are employed at this task, two ofthem working at night. Formerly this work was given to an old and meritorious cleaner as a sort of reward for her faithful work. The work was then paid at the same rate as the cleaners' work. After the new agreement was put into effect, this work was deemed not to be cleaning and therefore not to be paid at the new rate of 45¢. Since all the women them employed to take care of the tidies had formerly been cleaners, they were allowed to go back to cleaning so that they might qualify for the higher rate, and new women were taken on for the tidy work, at the old rate of 28¢.

The work of sewing pillows came under the same regulation. Those who were sewing new ticks on pillows were allowed as old cleaners to go back to their old work, and new wmen were taken on at the 28¢ rate.

Washing vest curtains and fans The forewoman gave a written list to Agent in which this was included. Agent did not have occasion to inquire what are vest curtains but judges them to be the little inside curtain used in the lower berths.

Scrubwomen The large majority of the women are so called. Their work is to scrub the woodwork of the cars, clean the toilets, and scrub the vestibules.

Night women do the same work as the scrubwomen.

See memo Forewoman and Assistant Forewoman

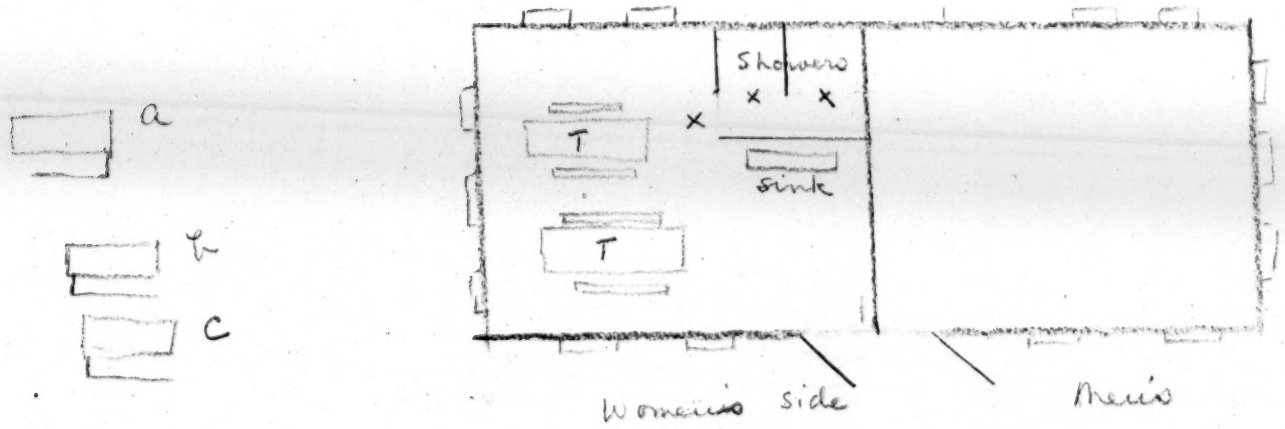
- 2 -

The toilet provided for the cleaners is a small frame building with one compartment locked for the use of the forewoman and her assistant, who are white women, and one larger compartment with no partitions which accommodates three people. This toilet sits flat on the ground and is built with a removable sand box underneath. The rom had been scrubbed and looked clean. The toilet is very poorly located near the colored men's and the white men's toilet. The entrance to each is screened.

Jacksonville, Fla. Pullman Co.

Lunch room and dressing room. A new building of corrugated galvanized iron has recently been put up in the yards for the use of the cleaners, one half for the women and one half for the men. There are separate entrances approached by several steps. One large room about 18 by 24 has two long tables at which the women were eating lunch at time of inspection. High windows are on three sides of the room. At one end are two shower baths see diagram. A door or curtain at the entrance to the shower bath would be a great improvement. The forewoman said that the women would appreciate this. The room contains also a long iron sink, having four faucets. The building is ona little knoll above the tracks. Women and men were sitting around on the ground eating lunch.

Organization Men and women are organized in the same local. The forewoman said that she knew hey were organized and that most of the women belonged, and that she thought all of them should belong,



X no doors or curtains

T Tables and benches

a colored women's toilet

b. " men's "

c white men's ".

ADJUSTMENT RE No._____

Toilet facilities

A. C. L. yards

City and State Division Railroad #9

Wilmington, N. C. Pullman

1. Office, Shop or Platform

Coach yards

2. Official in Charge

Forman (not interviewed)

3. Employee Involved

4. Address-street number if necessary

5. Source: Inspection of A. C. L.

6. Statement of Case:

No toilet facilities of any kind for women cleaners.

7. Action by Agent:

8. If unadjusted, name of next higher official with address:

?

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 17, 1920 12. Name of Agent. H. R.

USRA-WS No.3

Coach yards

Town or Shop | Division | Railroad #9

Wilmington, N. C. | | Pullman

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	cleaners	20	0	all	?	

No.on each shift	Begin work	HOURS Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918
	7:30 A.M.	12 to 1	4:30 P.M.	same	8	8	56

These women are getting time and a half for Sunday work. Agent could not make regular inspection because she could not reach foreman, but she got this information from some of the cleaners.

Night Work Rotation

Age of Women on night work

Wages: Jan.1. 1918 and hours | Order 27 | Supplement No. 4 | Present

All 45¢

Facilities See memo on A. C. L. cleaners, Wilmington, The same conditions hold for the Pullman cleaners.

Nationality: | Union Membership

no

Names & positions of persons interviewed:

Cleaners

Date Feb. 17, 1920 Agent H. R.

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Cleaning yards

Town or Shop	Division	Railroad
Palm Beach, Fla.		Pullman Co.

#10

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaners inside	5	0	all	6	

These women are employed for winter work only during the rush season. They came on Jan. 6, 1920, and will work until about April. The same women are employed each year so far as possible, the foreman said.

No. on each shift	HOURS Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
5	8 A.M.	1hour	5 P.M.	Every other Sun.	8	8	48 or 56

Night Work Rotation

Age of Women on night work: All above 30

Wages: Jan.1, 1918 and hours | Order 27 | Supplement No. 4 | Present

45¢

Have received back pay.

Nationality:

Union Membership: no

Names & positions of persons interviewed:

Mr. Goldsberry, foreman
Mr. Buroes, District Supt. Jacksonville

Date Feb. 20, 1920 Agent H. R.

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Palm Beach, Fla. Pullman Co.

Cleaning yards.

During the busy season of the winter months, extra women are taken on for cleaning work. The same women are employed every winter, the freman said.

These are beautifully clean coach yards, alongside the long yellow building, which is the company hotel for the Florida East Coast Hotel. This hotel is maintained for the employees,-the trainmen, the dining car employees, porters etc.

Six women are doing only inside cleaning, as in other yards. Men do all the outisde cleaning, and the heavier part of the inside work, the blowing, vacuuming, opening and closing windows etc. The women wipe the wood work, clean the inside of the windows, polish the metal etc. The work must be very carefully done, the foreman said, because of the "character of the travellers" that comes to the south during the winter. Some private cars are cleaned in these yards by the Pullman Company. and demands good service,

<u>Toilet and dressing room facilities</u> When Agent inquired of one of the cleaners concerning the toilet facilities, she said that they had no place, and that they were forbidden to use the toilets in the cars. She said that there was an outside privy for the use of the men who worked about the hotel, and that sometimes she slipped in there. Agent took up this matter with the foreman who said that he ahd always supposed that the women were allowed to use the toilet provided for the colored women at the hotel. A dining room is run there for the employees, in which women are employed. He added that the cleaners had the privilege of using this toilet, and that he wished the Agent would tell the cleaners as much. Agent did so, explaining to the women that they should go to the hotel toilet.

The cleaners eat their lunch out doors or in the cars, and wash and dress in the cars. Galvanized boxes were fastened under the drain of each toilet room. These yards were immaculate.

ADJUSTMENT RE

No. (8)

Dressing room for Car Cleaners

City and State	Division	Railroad #1
Richmond, Va.	Richmond	Pullman Co. - C & O R.R.

1. Office, Shop or Platform
17th. St. Shops (Car Yard)

2. Official in Charge
Mr. M.Flanagan, M.M.

3. Employee Involved
3 car cleaners

4. Address-street number if necessar

5. Source: Inspection of Agent

6. Statement of Case:
The only space assigned to these women is two lockers at the back of the small,crowded room used for the general Pullman work. It is used as a store room by the head cleaner and as workshop by the mechanic and electrician No washing facilities are provided and there is no privacy so that they could change their clothes. More adequate accommodations should be supplied here if possible.

It is desirable to have a new fixture in the outside toilet. The one now there is old and worn,though in working condition.

7. Action by Agent: Need of better accommodations presented to Mr. Anderson,Chief Clerk to the Gen. Mgr. (Should be followed by official letter.)
(Report of this and other Pullman inspections made to Mr.F.X. Kaine,Pullman Supt.,Richmond Division.,with mention of adjustments asked for from the several railroads)

8. If unadjusted, name of next higher official with address:
Mr. J.P.Parrish,Gen. Mgr.C & O,First National Bank Bldg.,Richmond,Va.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Jan. 24. 1920
USRA-WS No.3

12. Name of Agent. E.R.Hall

(# 8)

Town or Shop	Division	Railroad #1
Richmond, Va. 17th. St. Shops - Car Yard	Richmond	Pullman Co. - Ches. & Ohio R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car Cleaners	3	0 (22,27,30)	3	2	During war.

No.on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918
3	8 A.M.	12 - 12.30	4.30 P.M.	Yes part time.	8	10	

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan.1. 1918 and hours	Order 27	Supplement No.	Present
	(women)	29-1/2 ¢	(all) 45 ¢
	(men)	32 ¢	
	(leader)	37 ¢	50 ¢

Nationality: Negro

Union Membership: Yes - Car Cl. Union

Names & positions of persons interviewed:

F.X.Kaine, Supt. Pullman Co.,Richmond
R.C.James,Head Cleaner

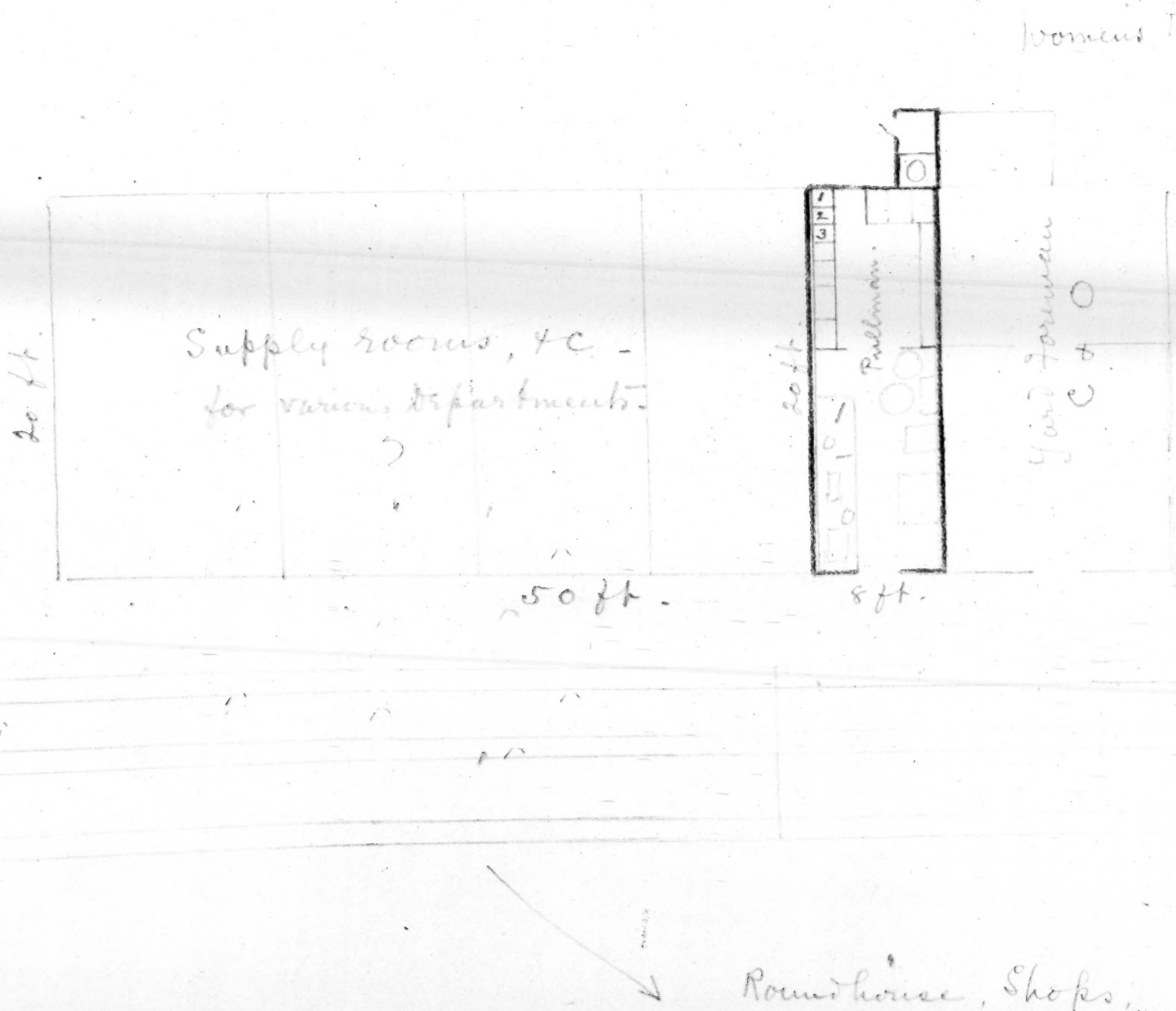
Date January 24. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Richmond, Va. - Chesapeake & Ohio - 17th. St. Yards

Inadequate accommodations for women car cleaners

Lockers 1 & 2 reserved for women
Number 3 " men
Others used as store closets.



Pullman Co. - C & O Railroad

17th. St. Yards, Richmond, Va. - Car Cleaners.

1.

Three women are used by the Pullman Co. at this point for inside work exclusively. They wash woodwork and rubber flooring, scrub headlining, clean the toilets and the metal work, including cuspidors.

The cuspidors are cleaned in the usual maner with a pail of water, in which is used a disinfectant (in this case formaldahyde). The water is thrown on the ground. There is only surface drainage with open sewers in this part of town.

2.

The women have two lockers in the room reserved for Pullman use. This is small and decidedly cramped and crowded with tools and supplies, and is open to the men who work there (electrician, mechanic and foreman of cleaners). There are no washing facilities and no place where they can change their clothes.

A small outside toilet built against the back of the Yardhouse (see diagram) is reserved for the women and is fitted with a padlock. This was locked when the Agent made her inspection. The key hung out of sight under overhanging eaves.

The fixture has a water flush in working order. It is of the old fashioned cast iron type, once enameled. It is at present old and worn and difficult to keep clean.

The yard is very crowded and the quarters uninviting and lacking in suitable accommodations for the women. But it is difficult to ask for any extensive improvements, as women were taken on only as a war measure and are not desired. The officials there are not accustomed to dealing with women and say frankly that men are easier to get along with and they do not care for women about the shops and yard. Mr. Anderson, Chief Clerk to the Gen. Mgr. says they will not be replaced. (But this is a matter for the Pullman people to decide, and it is their general policy to use them.)

On Jan. 27. the Agent talked with Mr. F.E.Anderson, Chief Clerk to Mr. J.P.Parrish, Gen. Mgr. He says they are trying to put in only such repairs as are most urgently needed at the yards, as they are very cramped for space here and want to move the entire plant to East Richmond. They will make the change as soon as they are in a financial position to do so.

In the meantime, they have had to ask for an appropriation

of $22,000 for various repairs over the entire shop,and if they get it he thinks that possibly some improvement in the Pullman women's quarters can be made,though all available space is now occupied.

(The Agent thinks that probably nothing much will be done unless the matter is followed up in writing.)

Cleaning Yards , Union Station

Town or Shop	Division	Railroad
Memphis, Tenn.		Pullman

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Cleaners inside	14		All	none on inside work	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
All	7 A.M.	12 to 1	4 P.M.	same	8	8	56

All work done on one shift in these yards.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours

	Order 27	Addendum to Supplement No. 4.	Present
In 1915, 10¢ an hour			
In 1918, 20¢ " "		32¢	45¢

Time and a half for Sunday and all holiday work and all overtime.

Nationality:

Union Membership: no

Names & positions of persons interviewed:

Mr. W. H. Bucher, Gen. Supt.
Mr. Blythe, Yard Foreman

Date Dec. 5, 1919 Agent H. R.

Memphis, Tenn. Pullman

Cleaning Yards, Union Station

- 1 -

Colored women have always been used for cleaning inside of coaches. Women have not been used here for vacuum or blowing work. They go into the cars after the vacuuming and blowing has been finished. They first scrub the vestibules; the dust, wash the windows, wipe the woodwork, and clean the metal. Each cleaner takes two cars a day.

- 2 -

The facilities provided for these women are excellent, and form a great contrast to the room provided for the women cleaners for the Terminal.

A room of about the same size as the other is provided. It is divided into three small rooms, one containing lockers (metal), benches, and a porcelain washstand furnishing both hot and cold water, Adjoining this is a shower bath, with concrete floor, large enough to admit several at one time. In the other small division is the toilet, with new up to date plumbing.

Everything was very clean, though Agent visited this room in the afternoon. The washstand and toilet showed that they were properly taken care of daily; the floor had been scrubbed, and the partition walls gave evidence of having been painted recently. The whole interior is repainted once a year, the foreman said. These walls do not extend all the way to the ceiling in order to provide ventilation. The ceiling of the toilet compartment is made of slats to provide greater ventilation through another room.

Agent questioned if the women used the shower bath, -- the room gave no evidence of use that day at least, and there were several mops and brooms against the wall. The foreman said, however, that the women did use the bath, especially in hot weather.

When Agent went to see Mr. Busher, General Superintendent of Pullman Company, in this region, he was not pleased apparently at the idea of Agent's making inspection, saying that his employees were well provided for and that they were satisfied . He said he considered it unfortunate that anything should be done to add to the general unrest among the employed of the country. When Agent assured him that she was not there for the purpose of questioning his employees or suggesting to them any criticism of their conditions, he changed in his attitude and was most solicitous that Agent should see in detail all provisions made for his employees. He said that he thought he would score 100% in comparison with his neighbors, the Terminal people, and he did. He added that he had not provided these arrangements because of his "love for the nigger", but because he considered it impossible for the workers to produce clean cars in dirty surroundings, that with him, it was purely a matter of good business. He considers the present increase in wage a bad thing for the negroes.

Mr. Bucher has provided as well for themen as for the women, He asked Agent to investigate their working conditions also. They too have

excellent sanitary arrangements, including a shower bath. In the basement of the Terminal building, he has provided beautifully appointed shower bath and toilet for the mechanicians of the yards.

Mr. Bucher arranged to see Agent after inspection in order to hear her opinion of provisions. Agent was glad to report them as excellent, in fact better than any she has seen before in Pullman cleaning yards.

It is interesting to note the contrast in provisions for women in the same yards. The Pullman cleaners have work of much nicer, cleaner type than the coach cleaners. Many of the coaches are old and look impossible to put in a pleasing condition.

Certainly an improvement in the work and the morale of the workers would follow greater consideration for their needs.

Hall

INSPECTION SHEET

Pullman Company

Pullman No.	Series No.	R.R.	Occupation	Address
1	(8)	Ches. & Ohio	Car Cleaner	17th St.Shops - Car Yd., Richmond,Va.
2	(5)	Rich.,Fred.,& P.	" "	Broad St.Car Yds., " "
3	(6)	Southern	" "	Manchester Car Yds., " "

(#5)

Town or Shop	Division	Railroad #2
Richmond, Va. Broad St. Car Yards	Richmond	Pullman Co. (R.F.& P.R.R.)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car Cleaners	4	0	1	10 (Colored)	Ten or twelve years ago.

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct.1918	Total Hours Per Wk. Oct. 1918
4	8 A.M.	12 - 12.30	4.30 P.M.	Every other as a rule (see memo)	8	10	56- 70

Night Work Rotation

Age of Women on night work: No night work for women.

Wages: Jan.1. 1918 and hours — Order 27 — Supplement No. — Present

(women) 29-1/2 ¢
(men) 32 ¢
all 45 ¢

Nationality: 1 Negro
2 English (mother and daughter)
1 German-American

Union Membership: 1 (negro) Car Cl.Union

Names & positions of persons interviewed:
Margaret Parkinson
Mary Parkinson (cleaners)
Kate Loehr
Annie Reynolds(col)

F.X.Kaine,Pullman Supt.
E.R.Johnson,Foreman Mechanic,in charge

Date Jan. 23. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Pullman Co.,R F & P, Richmond,Va.

Car Cleaners.

1.

The Pullman Co. has four women at the Broad St. yards They employed a larger number during the war,and during the emergency used them even for outside work. They are now used only inside for sweeping,dusting,window washing,washing woodwork and rubber flooring,and cleaning the metal work,including cuspidors. A woman and a man together do the vermin treating. Men are used here for headlinings, vacuum work and toilets.

The force cleans 10 regular cars and from one to three extras daily. Besides those at the yards one is cleaned at the station for a quick return trip. The 4 women and 3 men go up about 2.30 to meet the train on its arrival at 2.45. It leaves again at 5 o'clock. They finish the cleaning in about an hour and return to the yards for whatever remains unfinished there. They do not reach there till about 4 o'clock and are due to leave at 4.30

(The Agent spoke of this to Mr. Kaine,Pullman Supt.,as rather an expensive proposition. Mr. Kaine says the expense to them is not so great as the expense of moving the car to the yards would be to the railroad.

2.

These women use toilet facilities and locker room in common with the women of the R F & P. (see # 4)

These rooms are beautifully constructed with modern plumbing,a drained concrete floor,and plenty of light and ventilation. There is no furnishing in the "rest room" except a bench and a deal table,but the room is little used except as a locker room to keep their belongings.

The women always eat their luncheon in the cars where they work. The Agent spoke of this to Mr. Kaine,Pullman Supt.,and suggested that the room might be made more comfortable with a few more chairs,&c. Mr. Kaine said eating in the cars was a fixed habit with all car cleaners and was impossible to break up. You might chase them out,but they would always go back to it when you didn't happen to be there.

The fact that the women are mixed white and colored makes it difficult to develop any social enjoyment of the room. The hours of coming and going are different for the Pullman women and those of the railroad,and the one colored woman in the Pullman group is of a rather superior type.

ADJUSTMENT RE

No. (6)

Dressing room - Car Cleaners.

City and State	Division	Railroad #3
Richmond, Va.	Richmond	Pullman Co. - Southern R.R.

1. Office, Shop or Platform	2. Official in Charge
Pullman Bldg., Manchester Yards.	J.J.Robinson, Master Mechanic
3. Employee Involved	**4. Address-street number if necessary**
2 Car Cleaners	

5. **Source:** Inspection of Agent

6. **Statement of Case:** The only dressing place provided for these women is a small corner partitioned off from the men's work room by a flimsy canvas screen. This offers no washing facilities and is otherwise insufficiently equipped, and has not sufficient privacy. A separate room with permanent partitions and outside entrance should be arranged for

7. **Action by Agent:** The need for a separate and better equipped room was brought to the attention of the Division Supt., C.G.Arthur. No definite promise was made, but he seemed to regard the improvement as possible.

8. If unadjusted, name of next higher official with address:
Mr.C.G.Arthur, Division Supt., 14th.& Mill Sts., Richmond, Va.

9. **Action by Office:**

10. Statement of Adjustment made and date:

11. Date of Inspection Jan. 24, 1920 — 12. Name of Agent. E.R.Hall

USRA-WS No.3

(#6)

#3

Town or Shop	Division	Railroad
Richmond, Va. Manchester Car Yards	Richmond	Pullman Co. - Southern R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners	2	0 (middle aged)	2	3 (including gang leader)	Put on during war.

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct. 1918	Total Hours Per Wk. Oct. 1918
2	8 A.M.	12 - 12.30	4.30	(Every other)	8	10 recently	9

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan. 1. 1918 and hours

Order 27	Supplement No.	Present
(women)	29-1/2 ¢	(all) 45 ¢
(men)	32 ¢	
(gang leader)	37-1/2 ¢	50 ¢

Nationality: Negro

Union Membership: Both - Car Cleaners' Union (Organized under Carmen)

Names & positions of persons interviewed: F.X.Kaine, Supt. Pullman Co., Richmond
R.H.Kirby, Head Cleaner

Date January 24. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Pullman Co. Richmond, Va.

Southern Railroad - Manchester Yards.

1.

The Pullman Co. employs two women for inside work. Four cars daily are cleaned. They do the ordinary dusting, washing woodwork and rubber floors, clean the metal work (including cuspidors)* and change the headrest covers. Men are used for stripping and blowing, vaccuum work, cleaning toilets, and vermin treatment. (This is now done once a month - during the war once every fifteen days.)

* Cuspidors are forst cleaned with a whisk broom in a pail of water and then polished. The head cleaner, Richard Kirby, says that the man is instructed to pour this water down the sewer and not on the ground, and he is very strict to see that it is done. This is probably true, as the strret sewer is conveniently near at the end of the track where the Pullman cars lie.

2.

The dressing room facilities provided are entirely inadequate and unsuitable. (See diagram). The general supply room used by the Pullman Co. contains four lockers in one corner. Two of these are used by the men cleaners, and closets the other side of the room are used by the electrician. A six-foot partition has been constructed, as indicated on the diagram, enclosing # 3 and #4 lockers and an adjacent space, roughly 6 x 4 feet. This screen is made of ordinary unbleached muslin stretched on a frame, and the curtain of the same material, which forms the entrance, is literally black from handling.

There are of course no chairs or other furniture (no room for them), nor any provision for washing.

A toilet outside is used in common with the 12 women employed by the railroad (see #7)

The head cleaner said that there has been talk of providing a more adequate dressing room for these women by partitioning off the opposite corner of the room with a permanent wall and making an outside entrance. If this is done washing facilities should be supplied and adequate means of warming. The room at present is reported impossible to heat in cold weather on account of cracks in the rough floor. At the time the Agent was there a large radiator was sizzling, but the room was almost as cold as outdoors.

(See note in report of interview with Supt. Arthur, attached to # 7)

Louis series - Yard Employees

Rough sketches Pullman Company

198

INSPECTION SHEETS

PULLMAN COMPANY

St. Louis Series

Series No.	Occupation	Place		Address	No.
1	Car cleaning, inside	Union Yards - Terminal		St. Louis, Mo.	3
2	Coach cleaning "	"	"	"	
	Lower-crew cleaners	"	"	"	(total)16
3	Coach cleaning, inside Overhead cleaners	"	"	"	3
4	Coach cleaning, inside Head liner	"	"	"	1
5	Coach cleaning, inside Washers	"	"	"	5
6	Coach cleaning, inside Soaper	"	"	"	1
7	Coach cleaning, inside Vermin exterminator	"	"	"	1
8	Car cleaning, inside Head rest coverers	"	"	"	2
9	Car cleaning, inside Sub-forewoman	"	"	"	2
10	Car cleaning, inside Seamstress	"	"	"	1
11	Car cleaning, inside Lower-crew cleaners	Atlantic Yards Jefferson Ave. Bridge	"	"	21
12	Overhead cleaners	"	"	"	4
13	Head Liner	"	"	"	1
14	Washers	"	"	"	3
15	Vermin Exterminator	"	"	"	1
16	Head rest coverer	"	"	"	1
17	Sub-forewoman	"	"	"	1
18	Seamstress	"	"	"	1
19	Clean linen counter	Union Station-Yds Storeroom	"	"	1

INSPECTION SHEETS

St.Louis Series — PULLMAN COMPANY

Series No.	Occupation	Place	Address	No.
20	Equipment checker (same as linen counter)	Comptom Yards Storehouse	St. Louis, Mo.	1
21	Sub-forewoman	Compton Yards Compton & Rankin Ave.	"	1
22	Seamstress	"	"	1
23	Head rest coverer	"	"	1
24	Vermin exterminator	"	"	1
25	Lower crew women	"	"	1
26	Overhead women	"	"	3
27	Head Liner	"	"	1
28	Washer	"	"	3
29	Yard forewoman	Pacific Yards, Compton Ave.	"	1
30	Seamstress in cars	"	"	1
31	Crew Women	"	"	13
32	Washer	"	"	3
33	Head rest coverer	"	"	1
34	Vermin treater	"	"	1
35	Yard forewomen	21st St. Yards	"	1
36	Head rest coverer	"	"	2
37	Crew women	"	"	12 or 13
38	Washer	"	"	5
39	Woodwork cleaners	Compton Ave. Yds.	"	3
40	Seamstress inside coaches	"	"	1
41	Car cleaning inside	Pacific Yds, Compton Ave.	"	9

INSPECTION SHEETS

St. Louis Series

PULLMAN COMPANY

Series No.	Occupation	Place	Address	No.
42	Forewoman over work at laundry	Laundry-Amer.Steam 21st and Morgan	St. Louis, Mo.	1
43	Linen inspector	"	"	1
44	Soiled linen counters	"	"	5
45	Clean linen counters	"	"	1
46	Forewoman over mending room	21st below viaduct in old Pullman shops	"	1
47	Power machine seamstress in mending room	"	"	7

SEP 2 1919

Index of St. Louis Series.

NO.		Place			Date sent to Wash.	Adjustment
1	car clean	Union Yards		Terminal Assoc.	8/30/19	Use of toilet
2.	lower-crew	"	"	Pullman		
3	overhead	"	"	"		
4	head liner	"	"	"		
5	washer	"	"	"		
6	soaper	"	"	"		
7	vermin ex.	"	"	"		
8	head rest	"	"	"		
9	forewomen	"	"	"		
10	seamstress	"	"	"		
11	lower-crew	Atlantic	Yds	Pullman		
12	overhead	"	"	"		
13	head liner	"	"	"		
14	washer	"	"	"		
15	Vermin Ex.	"	"	"		
16	head rest	"	"	"		
17	forewoman	"	"	"		
18	seamstress	"	"	"		
19	clean linen counter	Union Yads,		Storehse-Pullman		
20	equipment checker	Compton	Yds.	Pullman		toilet
21	sub-forewoman	"	"	"		"
22.	seamstress	"	"	"		"
23	head rest coverer	"	"	"		"
24	vermin treater	"	"	"		"
25	lower crew women	"	"	"		"
26	overhead	"	"	"		"
27	head liner	"	"	"		"
28	washers	"	"	"		"
29	Yard forwoman	Pacific	"	"		
30	seamstress	"	"	"		
31	crew women	"	"	"		
32	washer	"	"	"		
33	head rest coverer	"	"	"		
34	vermin treater	"	"	"		
35	forewoman	21st St.	"	"		
36	head rest coverer	"	"	"		
37	crew women	"	"	"		
38	washers	"	"	"		
39	woodwork cleaners	Compton		Terminal Assoc		Toilet
40	seamstress	"		" "		"
41	wood work cleaners	Pacific		Missouri Pacific		
42	forewoman-laundry			Pullman		
43	linen inspector-laundry			"		
44	counters soiled linen-laundry			"		
45	counter clean linen	"		"		
46	forewoman-mending room			"		
47	seamstress	"	"	"		

Interview with Shop Committee from
Brotherhood of Railway Carmen, Shop local(Pullman)
re
Seamstresses and the case they have
up with the Division of Labor.

Some 20 seamstresses have been employed until recently in the Pullman Car Shops at St. louis. These Pullman Shops repair operating equipment and come under the operating department, hence are being controlled by the U.S. Railroad Administratinn.

The Field Agent did not make an inspection of this work. A committee conferred with the Agent at the hotel Statler on 8/21/19, a committee consisting of Anne Springmeyer(2830 Lemp Ave.) former seamstress who was dropped, Clarence E. Johnson, 2716A St. Vincent Ave. (phone Victor 2397L-Kinlock phone) Harry Lipsky, 4730 Beacon St. on the local grievance committee, Ernst Heckel, 1713 S. 10th St., President of the Local, Edwin Cartledge, 2835 A. Accomae, St. The committee was from the Brotherhood of Railway Carmen of America, shop local.

From Mrs. Springmeyer, the Agent got the information for the inspection sheet attached and the description of the duties. The men confirmed her statements.

The Committee stated the following facts. All sewing work except that done by the seamstresses in the yard had until a few months ago been done at the shops. This included the repairing of linen. The following women usually worked on linen, Emma Hough, Miss Wagman, Ida Lineback, Miss Hoffman, Miss Mussler, Miss Julier, Miss Kate Fleming. The two kinds of work that of linen repairing and repairing or working on awnings, carpet, plush, had not been kept distinct. The women sometimes worked at one kind of work, sometimes at another.

In late winter or very early spring, the rumor was circulated that all the women were to be moved to the old shop on 21st St. at reduced pay and longer hours. When the women heard this they immediately asked the men if they would take them in the Carmen's Union. Mr. Lipsky said if all the women would come in they would ask for dispensation from the grand lodge to take them in their own Local and would fight their case for them. The women agreed and the men started to fight the case. In Feb. 1919 soon after Mr. Lipsky had had an interview with the Supt. Wise, the women receive 45¢ an hour. Then in March the rates were changed to the craft rate at 68¢ and 62¢ and back pay was given.

By the first of April the linen machine room was opened up at 21st St. with 4 machine operators. By the end of April all the linen work had been transferred from the shops to the linen room. As soon as all

Interview with Shop Committee, B. of R. C. of A.

line work was transferred 3 women, the youngest in the shops were dropped. The women could not get any definite statement as whether they could be expected to be called back or not. To Mrs. Springmeyer, (who had not been working on linen) the foreman said he did not know whether they would ever have any work for her. To one of the other women the foreman said he might send for her.

(Note. Sometime in May -series 46 and 47, three other new women were hired in the linen room after the three had been laid off at the shops. These women receive 40¢ an hour and straight time for overtime. They are being worked nine hours)

While these negotiations for rates were going on in late March or April, Kate Fleming was off sick with the "Flue." She worked on a power machine at the shops. Because of fear of losing her job, she returned without the doctors permission, still in a contagious and weak condition. During her absence a woman had been hired to run her machine. When she returned and reported for work to the forewoman the forewoman sent her to the foreman of Upholstery, Mr. C. C. Christenson She was told that he did not thinks he had anything for her to do. Finally Miss Fleming was put at work on the carpets, according to Mrs. Springmeyer the hardest job out there. While this discussion of where Miss Fleming was to work was going on , Mrs. Mary Banks who had been hired on the machine said, "I don't think I ought to take her work from Miss Fleming."

Mrs. Springmeyer, who represented the women in the Union went to Mr. Hockel and reported the case to him. Mr. Lipsky took the case up with Wiss, the Supt. Her work was changed in a few days. Soon after Mr. Shramm, who is under Wiss but who is the power behind the throne, came in and asked Miss Fleming how she had been treated. She said," I have been treated like a dog." Mr. Shramm said "You"ll have to prove that the work had a bad effect on you-are you willing to go to the office and say what you have said here to me?" Miss Flemingreplied that she was with some other woman present. Mrs Springmeyer offered to go with her as her committewoman. She started to go with Miss Fleming, when Mr. Shramm said, "Oh never mind."

When the three women were laid off and not transferred with the work, the foreman gave the impression to Mrs. Springmeyer that she was dropped for good. She has had many years service with the Pullman Co. as her record attached shows, though only about 2 years in the Shops. The other women had one year and 7 months service; and 3 months service. Mrs. Springmeyer claims that the tried to get her because of her championing the women's cause.

The Brotherhood of Railway Carmen claim that the women should have been trasnferred with their work. On June 6th, they joined with the Management in a Joint Statement of Facts(a copy of which they gave the Agent) and sent the statement to the Division of Labor. They are anxious for an answer and see no reason why it is delayed.

Theyo want the women trasnferred down to the sewing room where

Interview with Shop Committee, B. of R. C. of A.

their work has gone. If this is done, the Committee stated to the Field Agent, they will see that the linen women join their organization and that they get the craft rate. One of the women has been to the Carmen to see if she could join. Mr. Lipsky is uncertain what is the fair thing to do. He feels that if they took the women in now and took up that fight that perhaps the Management would make the trasfer of their women. Yet he feels that it is not fair to the women at the linen room to take their initiation fee, and knowing all the time that the women some at least would be furloughed. The rest of the committee hold this latter opinion. They stated in almost a pledge to the agent that if the Division of Labor would hand down the decision so that the women could be transferred as they feel they have every right in the world to be, they would organize the rest of the linen women and take up their case. Mr. Heckel said, "If I had to lay off and lose my pay, I would see that these women got a fair deal at the linen room. I would go down and organize them myself."

The Committee doesnnot see why the case is held up in Washington. They thought that if they stated the full particulars to the Field Agent, the Women's Service Section could assist them.

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Two of the yard seamstress belong to the Carmen's Union. Three belong to the Coach Cleaner's local. Mrs. Donnelly (series 18) put in her grievance with the carmen's union, with Mr. Lipsky and she has been rerated. The rest of the seamstress have not been rerated but their cases are under discussion (series 10, 22, 30) The seamstress connected with Coach Cleaners Local employed by the Terminal Assoc. has had her case up (series 40) to get a 40¢ rate but could not even get that. On the advice of the Field Agent she said she would take up her case again with Mr. Chambers, business agent of the Coach Cleaner's local, asking for 68¢.

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Comment of agent. This is a most interesting case. The status of the seamstress in this district has been entirely changed by the intelligent shop committee headed by Lipsky. The women have given them a fair chance in their local, and have directed their fight. They are willing to go further as soon as the Division of Labor hands down the case from Washington. The agent sees no argument on the Management's side-the work belonged to these women. If it was changed of course they ought to follow the work. The Management doesn't want to let the seamstress get into the 68¢ class and have hoped to block the game in the manner described above. It seems to the Field Agent, that the Women's Service Section ought to see why the case is delayed in the Division of Labor, and if necessary add facts presented here by the Committee.

F.E.Clark

Memorandum on conference held with various representatives of Brotherhood of Railway Clerks.

1. Filers and sorter, rated at $45 and $50.

In conference of August 15th, Mr. G. M. Harrison, Vic. Genl. Chairman of the System Adjustment Board and F. W. Shaeffer, Genl. Chairman, Board of Adjustment, Missouri Pacific, Atchison Kansas, reported that practically all filers on the railroad in St. Louis are rated at $45 and $50. The Managements have refused to make reratings on the $87.50 minimum. The B. of R. C. have had the case up with Mr. Reed of the Division of Labor, who wrote the B. of R. C. that an interpretation on this point was expected soon.
(Note: The Agent calls the Manager's attention to the filers and sorter at the Clearing House, N.Y.C., Cleveland. Mr. Meyer, one of the head clerks, not a member of the B. of R.C., at the time of the inspection, said to the agent, "Some of the railroad men in charge try to get around the wage orders and the $87.50 by failing to call a sorter and filer a clerk. Why, it is clerical work, of course." The agent quotes this, thinking that this testimony of one who represents the point of view of a Management which has an honest point of view toward labor and a desire for office efficiency, may be of service to the Division of Labor.)

2. Toilet facilities for women.

Mr. F. W. Shaeffer reported that at the Freight House, Coffeyville, Kansas, an oil shipping point, there is no toilet for the women. (Missouri Pacific) At the Supt.'s office also there is no toilet for women. Bad toilet conditions also exist, at Omaha on the Missouri Pacific.

3. Employees required to buy own adding machines, typewriters, and comptometer
The System Board of the Missouri Pacific is trying to get the Management to buy adding machines, typewriter, and comptometers. Women are most affected by this practice. Mr. Shaeffer says an $87.50 minimum is not an $87.50 minimum if the clerk has to buy a $500 adding machine on time and consequently pay interest. Because of the present unsettled state about the railroads, the Administration does not care to invest further in railroad equipment. The problem is not being solved very quickly.

4. Favoritism in office of Mechanical Supt., J. E. O'Brien, Missouri Pacific, Railway Exchange Bldg. 1050.
Mr. Harrison reports that in this office, from which he has his leave of absence, George Franz, chief clerk is the power behind the throne. He has had difficulty in handling grievances because Mr. O'Brien leaves the hearing to the Chief Clerk and the Chief Clerk will not hear a subordinate. Franz, who is an elderly man, has a young woman stenographer, who is paid $125 the highest rated stenographer in the office. She is permitted to come in late, have time off during office hours to go to the hairdressers, etc. She can get off for a few days almost any time. Not long ago both got passes and time off in another city for a few days, it is reported. A man assistant works in the chief clerks office. When the stenographer (woman) comes in, the man assistant is requested to take a walk.

Memorandum of conversations with B. of R. C. representatives.

Harrison could not make charges of immoral conduct. The favoritism is demoralizing the office. He reported however that a former stenographer quit her job rather than receive the attentions of the Chief clerk. The name of the present stenographer is Francis Tunalty.

Comment of agent. The Field Agent suggested that a record be kept of the time lost from work by Miss Tunalty and a grievance be filed by the local committee, asking that special privileges be stopped as they are breaking down the morale of the office and consequently the efficiency. She suggested that definite facts be kept of the actions of the Chief Clerk and if they have grounds for a complaint on morals grounds, the Women's Service Section would be glad to assist them.

5. Mr.--Semple, one of the organizers of the district said he had a number of cases which he might telegraph the Division of Labor to have the Field Agent, F. E. Clark investigate. The committees were handling the cases but in case they failed, he would call upon the Division of Labor for Federal Investigator.

6. The Shop Committee from the Pullman Shops, of which Mr. Harry Lipsky is the chairman, asked the Field Agent to come out and investigate the shops. Inefficiency exists, waste, and the Management is refusing to deal fairly with the employees. The Agent did not go out as most of the complaint was outside her province. The B. of R.C. have threatened to have a Federal Investigator come out when he sought fit to give a hearing to one of his clerks.

Florence E. Clark

ADJUSTMENT RE

No. 1

St. Louis, Mo.

Insanitary condition of yards-repair of toilet room

City and State	Division	Railroad
St. Louis, Mo.	Terminal	Terminal R.R. Assoc.

1. Office, Shop or Platform: Union Station-yards

2. Official in Charge: P. DesJerdin, Foreman

3. Employee Involved: Mrs. J.B. Daniels, Mrs. Nora Shirley, Mrs. JOse Menac

4. Address-street number if necessary:

5. Source: Developed during inspection

6. Statement of Case:

In the one toilet room which has been provided the electric light was not connected, and the water had been turned off from the toilet. The building was not adequately locked.

All three women do not use the toilet provided, but use the toilets in the coaches. They had not reported the condition to the foreman. They never or seldom use other nearby toilets, the one in the station, or the Pullman toilet which is very accessible.

7. Action by Agent:

8/18/19 Reported condition of toilet and electric light to Mr. DesJerdins

8/19/19 Mr. DesJerdins reported that the plumber had turned on the water, and that he would see that the electric light was turned on. He also would see to providing the place with a lock and keys for the three women. He desidered the Field Agent to talk to the women about using the toilet provided.

8. If unadjusted, name of next higher official with address:

9. Action by Office:

10. Statement of Adjustment made and date:

8/29/19 Agent had a talk with the women, who showed her the keys provided for the toilet room by Mr. DesJerdins. They reported that the water had been turned immediately and the lights connected. The agent talked to the women about using the place provided for them.

11. Date of Inspection 8/18/19

12. Name of Agent. Florence Clark

USRA-WS No.3

St. Louis Series 1

Town or Shop Union Station-yards (C & N, Big Four Burlington, B & O, and L. & N.) **Division** **Railroad** Terminal R.R. Assoc.

St. Louis, Mo. Terminal

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaning inside	3	0	0	25 inside (all men on outside)	one of women now employed, on since 1905

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
3	7 A.M.	are paid for 20 min. taken for lunch	3 P.M.	yes*	8	8	54 present-54

*work 5 to 6 hours

Cleaning done during 24 hours women on day trick only

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours **Order 27** **Supplement No.** 4 **Present**

$65 and $70 earned-were on piece work — 40¢ per hour — 40¢ per hr

Nationality:

American born(2)
Polish(1)

Union Membership

Women local of carmen(1)
Mixed local of carmen(1)
~~Coach cleaners local 16088~~(1)

Names & positions of persons interviewed:

P. DesJerdin, General foreman
Mrs. J. B. Daniels-cleaner
~~Mrs. Nora Shirley-cleaner~~ 2

Date 8/18/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 1

Toilets, etc.

Mrs. Daniel and Mrs. Shirley helped me to hunt up the dressing and toilet room provided for the third woman on their gang. They did not know exactly where the place was but finally located it. It was not locked-a box car, in which a toilet has been provided with a sewer connection. The toilet would not flush-this was reportdd to Mr. DesJerdins who had the plumber see what the trouble was. The water had been turned off and quite obviously this third woman does not use the toilet provided although it is located near her work. (This toilet would be about a 3 or 4 minute walk from where the other two work) The dresssing room has-running water in an enameled sink. The locker was open- the women say that Mrs. Jose Menac lives nearby and does not change her work clothes before going home. The place was in great disorder, rags piled around in every available place instead of being put in the lockers. The place was wired for electric lights-the globe and switch button were missing. Mr. DesJerdins said that he had asked that the electric lights be connected.

The women evidently are to blame for not using the toilets provided; the Management for the lack of an electric light in one of the dressing rooms. Again we have an illustration of educational work needed to get the employees to use the toilets prodided-adequate provision should be made for dumping the other refuse. The women working on this gang are intelligent and there is noexcuse for their not doing their part in keeping the yards sanitary.

Mr. DesJerdins says that for inside coach cleaning the women are far better than the men. They see dirt that the men never see. He does not believe in using women on the heavy coach cleaning. He neither increased or decreased the number of women during the war.

Florence E. Clark

Memorandum, St. Louis Series 1

Nature of Duties.

The distribution of the work of coach cleaning is quite unusual in the yards at St. Louis. The Terminal Association does the outside and inside coach cleaning on all coaches owned by all roads entering St. Louis. The work is done in various yards under separate foremen. Thus at the Union Station yards the coaches owned by the Big Four, Burlington, B & O, L & N, C & N . are cleaned by one group of cleaners (on three tricks) under the direction of Des Jerdins, foreman. This same group of cleaners does the outside coach cleaning for the Pullman cars running on these lines with the exception of the Big Four. The inside cleaning of the Pullman coaches is done by the Pullman Co. by its own gang of cleaners. Both inside and outside cleaning on the Pullman cars running on the Big Four are done by the Pullman Co.

The three women who work on the day gang of cleaners for Mr. Des Jerdins, do no outside coach cleaning. The men sweep and mop the floors of the coaches, clean the lamps, cuspidors and hoppers in the toilet rooms and do the scrubbing. The cuspidors in the chair cars however are emptied and shined by the women. The women dust the sides of the cars with a feather duster, dust and wipe off the woodwork. The women say that they were expected to wipe off the woodwork with furniture polish -the polish was so poor that they stopped using the polish. They shine the brass wash bowls. In those cars where head rests are used the women put the head rests on. The women clean the inside of the windows, putting on the whitening and rubbing it off with a chamois. It will be seen that the women do the lightest kind of the inside cleaning on Mr. Des Jerdin's gang. During the two other tricks, men are assigned to the work done during the day trick by the women. Each woman on her trick does 5 to 6 cars a day- making a total of 15 to 18 cars covered by the three women on the day trick.

Toilet facilities, etc.

Two of the women work at one end of the yard near the office which consists of a box car placed on the ground. The end of the box car is partitioned off for a dressing room-a walk along the length of the car and a door permit the women to reach the dressing room without going thru the offices in the front end of the car. In the dressing room are two lockers, which have pad locks where the women keep their street clothes during the day, and their work dresses during the night. A mirror and a wash basin with running water are also in the room. Some of the boys in the yard hang their coats in this dressing room. There is no toilet provided at this end of the yards for the women. The Pullman Co. has a toilet for its women , perhaps a two minute walk away-Mrs. Daniels and Mrs. Shirley say they used to go here a number of years ago. They could go to the toilet at the other end of the yard provided by the third woman, to the Pullman Toilet, or to the Station- They use instead the toilets in the cars and the refuse is dumped into the yards along with the other refuse from cuspidors, etc.

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	coach cleaning inside- "lower-crew cleaners"	6 crews of 2 each with relief women- total 16	0	0	about 8 men kept on crews to take care of cars coming in late after women have left	"Always"

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
2	7 A.M.	12 to 12.30	3.30 P.M.	yes*	8	9	54
14 Sunday	8 A.M. (7 A.M.	12 to 12.30 ---	4.30 P.M. 3 P.M.)	yes*	8	9	48-present 54 48-present

*each woman has a day off a week-hence about 12 women are assigned to crew work each day-the rest are used as relief women on this work or the other coach cleaning work

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. 4** | **Present**

Men vacuum operators	23¢	35¢	all 40¢*
" other cleaners	21¢	33¢	
Women cleaners	20¢	32¢	

* Under Recommendation No. 51 of the Administration, the Pullman rate was changed to 40¢ to the rate paid in the District. This change was ordered Jan. 1919 and was retroactive to Nov. 1918

Nationality: for all at Union Yard-series 2, 3, 4, 5, 6, 7, 8,
Austrian(8)
Irish(1)
Bohemian(20

Union Membership for all at Union Yard in Series 2, 3, 4, 5, 6, 7, & 8.
1. Brotherhood of Railway Carmen of America (4 or 5)
2. Car Cleaners, special charter 16088 under A. F. of L. (25 or 24)

Names & positions of persons interviewed:
M. Duba, sub-forewoman
F. J. Boler, Chief Yard Inspector.
J. Hatina, foreman

2.

8/19/19 — **Date**

Florence E. Clark — **Agent**

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memoradnum, St. Louis Series 2 to 8 inc. and
11 to 16 inc.

Nature of Duties.

With the exception of the Big Four, the Terminal Assoc. under the various foremen does the outside coach cleaning on Pullman cars running on all roads. The Pullman Co. does its own inside coach cleaning, in five different yards. White women coach cleaners are used at the Union Station Yards-18th St. and at the Atlantic Yards(Jefferson Ave. Bridge). Colored women are used at the three other yards, 21st St., Compton ave., and Rankin St. Yards. In each of these yards the Terminal Assoc. has it group of cleaners, cleaning the day coaches of the various roads and the outside of Pullman cars. (See series 1 for the group working at Union Station-Yards at 18th St.

The work at the Union Station yards and Atlantic St. Yards under the Pullman Co. is organized practically the same. Hence the work of both groups is described together.

Three different grades of cleaning are done on cars at different times-"thorough", "heavy partial", and"light partial". The St. Louis yards may give a"light partial"to a car given a"thorough"at Chicago. Or once a week St. Louis Yards may give a car a "thorough" cleaning ~~to car~~ to which it has given a"light partial" the same week. Each car gets one of the three grades of cleaning depending on what cleaning it gets at other terminals, the length of its trip, and the territory thru which it goes.

For the "thorough" and "heavy partial" cleaning the work of "lower-crew women" is the same. Some of the other women never work on"heavy partials"-these-the "washers"and"head liner" work only on "thoroughs".

For a "heavy partial" the men blow out the car(seats and carpet) with the vacuum. For the "thoroughs" the men blow out the seats with the vacuum, take out the carpets, let down the berths, and take out the bedding. Sometimes for "heavy partial" the men may take out the carpets if they are very dirty. Other work that the men do is fumigating, cleaning the hoppers, and filling the coolers.

After the men have got through their work the crew of two women come in, known as "lower-crew women". Each crew is expected to do "heavy partial" or "thorough" cleaning on two cars, and "light partial" cleaning on two cars during the eight hours. They are assigned so far as possible to the cars going over the same territory. Extra cars-a good many of which are now running-are assigned to different crews. A few crews of men work on the "lower" cleaning of cars. They are usually assigned to "partial cleaning" and are expected to do 6 during 8 hours. They handle any late cars that may come in after the women leave.

Nature of Duties.

Lower-crew women. The work of the crews is as follows. They clean the cuspidors in the smoking rooms, emptying the refuse into a bucket which is finally dumped in to the yards, thru the hoppers in the toilet rooms. They polish the cuspidors. They clean the wash stands and polish them with whitening. They scrub the lobbies and toilet rooms on their knees. They clean the inside of the windows, and shift the windows for the men who are cleaning on the ouside. If the windows are very dirty they are cleaned with whitening; if they are not very bad, they are dusted off.

The women brush off the pipes with dusters and rags. They wipe off the woodwork with polish and in order to reach the tops of the berths, they place a board across the seats of a section, on which to stand.

The work of the crews on "light partial" cleaning has to do with cleaning the above mentioned parts- the cleaning that is done is more superficial.

Overhead women. The overhead women work on the "heavy partial" and "thorough" cleaning. Each is expected to do work on 10 regular cars a day and any extras that may be assigned. The women carry a small step ladder with 4 steps with them which they place in the center of the isle. They climb from this onto the backs of the seats and dust off with an oil rag the ledge at the top of the berths. They also dust off the lights and when necessary wash them. When they do this they carry brush, and pail of water along with them. They also wash off the porcelain parts of the toilets.

Head liner. She works only on the cars where "thorough cleaning" is to be done. She has two small "horses" which she carries to place a board on. The board is difficult to handle because of its length rather than because of its weight. In addition to the scaffolding, she has soap, water, chamois, and silk rags to carry so she makes two trips. "Susie" who is on the job at Union Ave Yards is rather tall- the car she was working on when interviewed was low. To do the head line she had to bend back. She said that if she should have the "horses" cut off, the scaffolding would be too low for some of the high ceiling cars.

She washes the head line(that is the light celing that drops down on the sides to the top of the berths) She does not touch the lights-this is done by the overhead women. She can clean the head line of one car in the morning, and another in the afternoon. "Susie" says the work is hot this weather but she is used to it. When the Agent asked her if she found the work hard, she said, "Well, the other women don't like to take the job" and the women who were near listening chorused, "Susie, she says it is her job." The forewoman said that "Susie" never complained about the work and was proud of having a job to her self

Only for the head liner among the cleaners are cars blue flagged. She carries her blue flag with her and is careful to put it in front of her car.

Nature of Duties.

Washers. The washers too only work on cars where "thorough" cleaning is done.(They sometimes wash the walls of the office, in addition to their coach cleaning) They only wash on cars where the carpet has been taken up-they do not wash the floors however. They scrub all wood work below the head line, not only in the coach proper, but in the toilets and smoking rooms. The women put the soapy water on with sponges, rinse off with clear water, and polish with chamois. If the women clean the whole car as described above, the five women can wash 3 whole cars in one day.

Soaper. The soaper carries a small can of liquid soap about with her and a box of matches. There are two kinds of soap containers. To fill one kind a match is lighted and put under the wash bowl to see how full the soap container is. The top of the nozzle on top of the wash bowl, (on which the name soap is printed) can be unscrewed and the soap poured in. The newer kind of container for soap is located in the toilet compartment above the door. From it pipes lead to both the nozzles on the wash stand. By an index on the outside of the container, the soaper can see how much soap is needed. To fill the container, a step ladder is needed as standing on the toilet seat does not bring the soaper and her can in reach of the container. ~~The regular soaper at Union Station Yards takes care of 16 cars a day with extras~~ The soaper does no repairing-if the device does not work, the plumber is notified.

Vermin exterminator. The woman who works on this job at the Union Station-Yards was not doing the work the day of the inspection. Mrs. Phillips at the Atlantic Yards was however at work. This work requires more lifting than some of the other cleaning work. However Mrs. P. says that she has found this work easier than the job of washer or crew woman. Mrs. P. who is over 6 feet tall(according to the Chief Yard Inspector, taller than the women and practically all men in the yards) and weighs 195 pounds, is well adapted to this work. She first pulls out the bottom of the seat(the heaviest piece) then the top head rest and back, then the sides. These she lays across the isle in the opposite section. With a paint brush and a liquid(mixed in the shops) she goes over the edges and ledges of the skeleton seat and the parts removed. She then replaces the parts. She can do two cars a day when she does only the bottom. When she does the berths too she can do only one car a day. When she does the berths she of course uses a step ladder. Care must be taken not to get the fluid on the wood work. No harm is done if it gets on the upholstery. Every 60 days the bottom of every car is done. Every other 60 days, thus every 120 days, the top part is also done. Some of the cars coming in from Texas are done as often as 30 days.

Head rest cover. These women remove the linen head rests and put on fresh ones. They can take care of 16 cars a day ~~without~~ Together extras.

Memorandum, St. Louis Series 2 to 8 inc. and
11 to 16 inc.

Toilet rooms, etc.

Union Station Yards-18th St. Here the toilets are located in the subway, at the entrance of a tunnel thru which a good many trucks are constantly moving, at a distance of about 50 feet from the end of the coach yard. Because the trucks are constantly moving there is the ordinary dangers of crossing a street. In the room there are three seats with sewer connection-the forewoman says that the women use these toilets and not the toilets in the coaches as the women working under Mr. Des Jerdin do. Because of the location and no ventilation except thru the cracks, the floor is damp. The women scrub the place each morning and when the agent made the inspection after the lunch hour the floor was still damp from the scrubbing. The door is kept locked so that the drivers and truckers can not enter and the key is kept in the women's dressing room. The ceiling of the room is high so the air is in better condition than one would expect in a room with so little ventilation. An electric light has to be turned on to see to enter the room.

The dressing room, located with the office, is across the road at the end of the yard. The day before the agent's visit, a coach got away and came down the yard, jumped the track, across the road, into the end of the building, where both the men and women have their dressing rooms. The ends of all the tracks have very light bumpers. The office claimed however that this was the first time a car had got away and bumped the building. (The agent wonders if there is a ruling of the I.C.Commission which would regulate the kind and size of bumpers at the end of tracks) No one was injured-fortunately the women had just left the yards.

The rest of the building back of the vestibule is divided into two parts with a partition that does not quite reach to the ceiling. One side is for women, the other side is for men. If the men so desired they could use the space about the partition to annoy the women. The forewoman said there never was any trouble, the men never tried to climb up and look over and never tried to talk to them. They left the women alone. The foreman's office is in the next room which probably accounts for this. Small steel lockers, 32 in number, are furnished, enough for each woman to have a locker to herself. In the lockers the women put their street clothes during the day and at night their work dresses. Keys are provided for all. Only 1 wash bowl is useable-the forewoman said that the women wash in the toilet rooms in the coaches. A small compartment at one end holds the women's supplies and some tools, pails, rags, brushes, etc Benches are around the room. The women gather here to eat their lunches-a gloomy place. The men usually eat in the yards. A water bubbler is located in the vestibule between the doors leading to the men's and women's dressing rooms. Because of the repairing going on one could not adequately judge the regular conditions of the place. It did not look very inviting.

Memorandum, St. Louis Series 2 to 8 inc. and
11 to 16 inc.

Toilets, etc.

Atlantic St. Yards. A day coach drawn up at the end of the yard is set aside for the women's dressing room. The crews of women take turns in cleaning this place and the toilet. Both places were clean when the agent saw them just before lunch. In the dressing room there are 28 small steel lockers, a wash bowl, benches, tables, boxes and a compartment in which are supplies. During the day the dressing room is kept locked. The forewoman has the key with her.

The women's toilet room is under the same roof as that of the men's but with a separate entrance at one end, facing the women's dressing room. It contains two seats connected with sewer, one long wash sink -- with two faucets.

The women eat in their dressing room. When the agent inspected she saw a pail of ice containing bottles of cool drinks for some of the women's lunches.

Wages-complaint of the Women's Trade Union League.

When the Field Agent went to Mrs. Spraggon, Pres. of the Women's Trade Union League, for information about the discrimination which were supposed to exist at the Pullman yards, she was not able to get any definite statement from Mrs. Spraggon. Mrs. S. could not tell how the report was brought to the W.T.U.L. (except the Miss Clara Somerville had reported it) and could give no definite facts as to what the discrimination was-how many persons it concerned, etc.

After the inspection of two yards, the agent believes that the so called discrimination report had it foundations in the differentials which the Pullman Co. has always paid various groups of its cleaners and the differential which usually exists between the rates paid by the Pullman Co. and the rates paid by other roads running in the same yards. It is quite generally true that the Pullman Co. has discriminated against women in the past and has paid a lower rate than other roads who may have cleaners in the same yards.

Upon the basic rates as the pay rolls showed them in Dec. 1917, 25¢, 21¢ and 20¢ the 12¢ increase was added according to Addendum to Sup. 4. making the rates 35¢, 33¢, and the women's rate 32¢. The roads in the same yards were paying 40¢ per hr to cleaners. The Pullman cleaners became dissatisfied.

From J. W. Chambers (colored) Business Agent of Coach Cleaners, Local 16088 with a charter from the A.F. of L. I found out how the rate was changed to the present 40¢ rate. A great many of the cleaners are colored. They are not eligible to the Carmen's Union. Furthermore the Carmen have had a schedule with at the least the Missouri Pacific. And one of the Carmen told the agent that although it was revised Dec. 1917 they did not get any agreement for the coach cleaners. Chambers organized the coach cleaners,

Memorandum, St. Louis Series 2 to 8 inc. and
11 to 16 inc.

Wages.

both white and colored, men and women in one local. He got a special charter from the A.F. of L. He was active in the Atlantic City convention in June urging the A. F. of L. to give the Coach Cleaners a charter for an international organization or requiring the Carmen to open up their charter to both white and colored. He says that no organization can claim jurisdiction over another group and refuse them membership.

Despite the activity of the Carmen to get the white cleaners, Chambers got most of them into the Coach Cleaners local which did not recognize color. He drew up a "statement of facts" with the Management about the rates of pay of Pullman cleaners. The men argued in the organization that the women should not get the same rate of pay as the men. Chambers told the Field Agent that he told them that "he knew the men should get more than the women but unless they got the same rate for the women as they did for the men the Pullman Co. would hire more women than men and thus keep men out of work." He won his point and asked for the 40¢ rate for the women. In January 1919 the Board of Wages and Working Conditions ruled under Recommendation 51 that the 40¢ rate should be put into operation and back pay be granted from Nov. 1918. Thus all differentials were swept out both for men and women. The women told me in the yards that there was some talk of a strike at the time. Chambers said that he did not advocate a strike. The car cleaners are not content with the 40¢ rate. Said Chambers, "If the other groups say that they can not live on the 68¢ rates, how can we be expected to live on 40¢?"

Thus at the present time in Atlantic and Union Station Yards and apparently in the three other yards where at the present date inspections have not been made, the rate is 40¢ for men and women, white and colored. No discrimination as to rates and no differential exist to-day.

Florence E. Clark

Union Station -Yards

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal Div	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	coach cleaning inside-overhead cleaners	3	0	0	0(total men cleaning coaches, mostly outside=26)	Always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
3	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	(7 A.M.	--	3 P.M.)				present 48

* each woman gets one relief day a week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours		Order 27	Supplement No. 4	Present
Men vacuum operators	23¢		35¢	all 40¢*
other men cleaners	21¢		33¢	
women cleaners	20¢		32¢	

* Under Recommendation No. 51 of the Administration, the Pullman rate was changed to 40¢ to the rate paid in the District by the other roads. This change was ordered Jan. 1919 and was retroactive to Nov. 1918

Nationality: See Series 2

Union Membership see series 2

Names & positions of persons interviewed:
M. Duba, sub-forewoman
F. J. Boler, Chief Yard Inspector
I. Hatina, foreman

2

8/19/19 — **Date**

Florence E. Clark — **Agent**

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

St. Louis Series 4

Town or Shop	Division	Railroad
St. Louis, Mo. Union Station-Yards 18th St.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	coach cleaning inside -- head liner	1	0	0	0(total men cleaners=26)	Always

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1 Sunday	8 A.M. (7 A.M.	12 to 12.30 ---	4.30 P.M. 3 P.M.)	yes*	8	9	54 48-present

* may work Sunday but has one day off a week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours		Order 27	Supplement No. 4.	Present
Men vacuum operators	23¢		35¢	all 40¢*
other men cleaners	21¢		33¢	
women cleaners	20¢		32¢	

* Under Recommendation 51 of the Administration, the Pullman rate was changed to 40¢ to the rate paid by other roads at St. Louis. This change was ordered Jan. 1919 and was retroactive to Nov. 1918

Nationality: See series 2

Union Membership see series 2

Names & positions of persons interviewed:

M. Duba, sub-forewoman
F. J. Boler, Chief Yard Inspector
I. Hatina, foreman

2

Date 8/19/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Union Station-Yards
18th St.

St. Louis Series 5

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	coach cleaning inside- "washers"	5	0	0	0(total men cleaners in yards=26)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
5	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	(7 A.M.	---	3 P.M.)				present 48

* may work Sundays-get off one day a week however

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours | Order 27 | Supplement No. 4 | Present

Men vacuum operators	23¢	35¢	all 40¢*
other men cleaners	21¢	33¢	
women cleaners	20¢	32¢	

*Under Recommendation 51 of the Administration, the Pullman rate was changed to 40¢ to the rate paid by other roads at St. Louis. This change was ordered Jan. 1919 and was retroactive to Nov. 1918

Nationality:
See series 2

Union Membership
See series 2

Names & positions of persons interviewed:

M. Duba, sub-forewoman
F. J. Boler, Chief Yard Inspector
I. Hatina, foreman

2

Date 8/19/19

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Union Station-Yards
18th St.

St. Louis Series 6

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullmann Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Coach cleaning inside-soaper	1	0	0	0 (total men cleaners in yards=26)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
1	7 A.M.	12 to 12.30	3.30 P.M.	yes*	8	9	54
(Sunday:	7 A.M.	eat at work	3 P.M.)				48-present

* may work on Sunday: but if so gets one day off during week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No.. 4** | **Present**

Men vacuum operators	23¢	35¢	all 40¢*
men-other cleaners	21¢	33¢	
women cleaners	20¢	32¢	

*Under Recoomendation 51, the Administration changed the Pullman rates in this District to 40¢ the rate paid by the other roads. This change was ordered Jan. 1919 and was retroactive to Nov. 1918

Nationality:

See series 2

Union Membership

see series 2

Names & positions of persons interviewed:
M. Duba, Sub-forwoman
F. J. Boler, Chief Yard Inspector
I. Hatina, foreman

2

Date 8/19/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Union Station-Yards
18th St.

St. Louis Series 7

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	coach cleaning inside-vermin exterminator	1	0	0	0 (total men on car cleaning =26)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Wk. Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	7 A.M.	---	3 P.M.)				48-present

* may work Sunday but gets one day off during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours

		Order 27	Supplement No. 4	Present
men vacuum cleaner	23¢		35¢	all 40¢*
other men cleaners	21¢		33¢	
women cleaners	20¢		32¢	

* Under Recommendation 51, the Administration changed the Pullman rates in St. Louis to 40¢, the rate paid by the other roads. This change was ordered Jan. 1919 was retroactive to Nov. 1918

Nationality:
See series 2

Union Membership
see series 2

Names & positions of persons interviewed:
M. Duba, Sub-forewoman
F. J. Boler, Chief Yard Inspector
I. Hatina, foreman

2

Date 8/19/19

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Union Station-Yards
18th St.

St. Louis Series 8

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside- head rest coverers	2	0	0	0(total men car cleaners-=26)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
2	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	(7 A.M.	---	3 P.M.)				present 48

* if they work, each gets one day off during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours		Order 27	Supplement No. 4..	Present
men vacuum cleaners	23¢		35¢	all 40¢*
other men cleaners	21¢		33¢	
women cleaners	20¢		32¢	

* Under Recommendation 51, the Administration changed the Pullman rates in St. Louis to 40¢ the rate paid by the other roads. This change was ordered about Jan. 1919, retroactive to Nov. 1918.

Nationality:
See series 2

Union Membership
See series 2

Names & positions of persons interviewed:
M. Duba, Sub-forewoman
F. J. Boler, Chief Yard Inspector
I. Hatina, Foreman

2

Date 8/19/19

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Union Station-Yards
18th St.

St. Louis Series 9

Town or Shop St. Louis, Mo. | **Division** Terminal | **Railroad** Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning, inside- Sub-forewomen	2 ✓	0	0	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
2	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	(7 A.M.	---	3 P.M.)				48-present

* may work Sundays but if so relief day is given during week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. 4..** | **Present**

$60 | 37¢ | was 45¢ until July- now $110 ✓

when Recommendation 51 came out the forewomen were given 5¢ more than the cleaners. Within the last few weeks they were raied to $110(the man subforeman at Rankin Ave. is still getting 45¢) see discussion in Memo.

Nationality:
American(1)
Austrian(1)

Union Membership
Brotherhood of Railway Carmen of America(2)

Names & positions of persons interviewed:
(M. Bach, Sub-forewoman) M. Duba, Sub-forwoman
F. J. Boler, Chief Yard Inspector
I. Hatina, Foreman

2

Date 8/19/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Union Station -Yards
18th St.

St. Louis Series 10

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaning inside-	1	0	0	0	always
3	seamstress	✓				

No. on each shift	Begin Work	HOURS Lunch Period	End Work	Sunday	Total Hours Per Day Present	Oct. 1918	Per Wk. Oct. 1918
1	7 A.M.	12 to 12.30	5.30 P.M.	yes*	8	9	54
Sunday	7 A.M.	----	3 P.M.)				48-present

* If work is done on Sunday, relief day is given during week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours — 20¢ (classed as woman coach cleaner)

Order 27 — Supplement No. 4 — 32¢

Present — 40¢*

$83.20 ✓

* Under Recommedation 51 was changed with other cleaners to 40¢. One of the seamstresses at Atlantic St. Yards had recently been rerated as the seam tresses in the Pullman Shops to 68¢ per hr. and given back pay. Mr. Boler says that he now has the cases of other women seamstresses who mend on the Pullman cars in the yards, up with the Chicago office, asking if adjustment should be made.

Nationality: American born

Union Membership: Brotherhood of Railway Carmen of America

Names & positions of persons interviewed: (J. Duba - present seamstress)

M. Duba, Sub-forewoman
F. J. Boler, Chief Yard Inspector
I. Hatina, Foreman

2

Date 8/19/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 9 and 17.

Nature of Duties.

The forewomen at both the yards have supervision of the work of the following classes of women: lower-crew women; overhead women, head liners, washers, soapers, head rest coverers, vermin exterminators. The seamstresses only of all the yard women do not report to the forewomen.

Miss Duba at Union Station Yards described her work as follows- In the morning she meets the women at the dressing room, checks them in, and sees that they get out to their work. Because of the relief day given each woman each week, there are always some shifts to be made as to work. Any change in assigned work, the forewoman has charge of. She goes about among the women to see that they are at work. She makes the final inspection of the cars before they leave the yards. This means that she goes over the whole car to see that every part is clean, and in order. If she finds any dirt tracked in by the repairmen, etc. if it is not too bad, she cleans it up herself. If it is too bad she calls back some of the women. She also turns on the lights to see that they are in working order.

Wages.

In Jan. 1918 the forewomen were paid a monthly rate. When the women were increased to 32¢ the forewomen were put on to 37¢ under Addendum to Sup. 4. When the cleaners went up to 40¢, the forewomen went up to 45¢, the five cent differential being maintained. During the month of July 1919 the rate was changed back to a monthly rate, now to $100. Mrs. Bustak says that this now means that they get a vacation. When they were on the hourly rate they did not. The women said they did not ask for the raise, both the Carmen's Union and the Coach cleaners Union say they did not ask for the rerating. The voluntary reclassification of a job to so great an increase looks very queer to the Field Agent.

(see Series 29 for summary of agent's decisions in letter Mrs. Burns, left on rerating -

After agent found forewomen in the yards she felt that Florence E. Clark the Pullman Co. should have rerated some of the women higher rates than lower.

Memorandum, St. Louis Series 10 and 18.

Nature of Duties.

Only one of the two seamstresses in the yards was interviewed. Mr. Boler, Chief Yard Inspector said that the work of all the seamstresses in the yard were practically the same.

The seamstress gets the list of needed repairs from the porters, foreman and sub-forwoman. A note of the needed repair is written on a slip of paper and handed to the seamstress. The repairs made by the seamstress are written up with the the repairs made by the car repairmen, on the car report. The seamstress usually makes her repairs in the car. Following is the sort of repair work she does-she fits bulging carpet around the seats, sews in pieces of new binding, mends old binding with a large needle. She sew loops on curtains, buttons, or mends the curtains. She also mends mattresses. She renovates the carpets or plush-if spots are to be removed, she uses soap; if gum, alcohol. She puts new coverings on pillows. She helps to patch old carpets.

In addition to her duties as seamstress, Miss J. Duba, fills some of the soap containers.

Wages.

Mr. Boler said that the job of seamstress in the yards, formerly went to the oldest or best car cleaners. The rate of pay was always the same as that of a car cleaner. During July 1919 the rate of A. Donnelly who has worked for years as seamstress in the yards was changed to 68¢ per hour and back pay given. This case as I understand it was taken up informally on the grounds that the work was the same as the work done by the seamstresses at the Pullman shops who in April or three abouts was rerated most of them at 68¢ per hr. Mr. Boler says that the other four seamstresses in the various yards have been written up by him and sent into Chicago, asking what rating should be made on these jobs. He thinks they will be rerated as upholsterers.

Mr. Chambers of the Coach Cleaners Union said that the present seamstress at Union Sation Yards had recently been put in-the foreign woman A. Hummel, who had been on for years had recently been transferred to other work and the sister of the forewoman put on. He said that he saw thru the procedure, when the agent told him that one 68¢ rate had been adjusted. He said that he would fight Miss Hummel's case for her and if she got the seamstress rate he would gladly turn her membership over from his organization to that of the Carmen. He thought that J. Duba had been put on a seamstress so that she could get the higher rate when adjusted.

Florence E. Clark

Memorandum, St. Louis Series 18.

Nature of Duties.

from the yards

The agent saw Mrs. Donnelly when in the yards some days after the first inspection. She does the same sort of work as is described at length in Series30. The next day the agent saw the seamstresses at work in the work room at 21st St. on a new carpet for a Pullman Coach. The upholsterer had cut the carpet and was sewing along side of the women when the agent was there. He says if a car needs a new carpet, the old one is taken out while the car is in the yards and the new one cut. The old one is put back into the car and the new carpet is made while the car is making another run. Thus the car is saved from going into the shops. The women help to bind the carpet and to sew up the long seams. They work in the workroom next to the room in which the women do the mending. A sky light furnishes good light for all workers on the strip of carpet. This carpet work is extra work that is done in addition to the inside coach work of repairing. The women spend odd days or parts of days at this work.

F.E.C.

Mrs. Donnelly who belongs to the shop local of Carmen who have taken the women in on equal terms says that she lodged a grievance and her committee took the matter up. She says that she got a little over $400 one pay day which included her back pay and her regular pay-she thinks she got over $300 back pay.

F.E.C.

Atlantic Yards-Jefferson Ave. Bridge St. Louis Series 11

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside- "lower-crew cleaners"	8 crews of 2 each on daily with relief- total-21	1=19yrs.	0	1 crew of 2 men on daily to take care of cars coming in late if women have left	Always

Total men car cleaners= 11

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
21 Sunday	8 A.M. (7.30 A.M.	12 to 12.30 ----	4.30 P.M. 3.30 P.M.)	yes*	8	9	54 48-present

* if woman works Sunday, she gets relief day off during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | Order 27 | Supplement No. 4. | Present

Vacuum operators	23¢	35¢	40¢ all*
Other men cleaners	21¢	33¢	
Women cleaners	20¢	32¢	

* In the Recommendation 51, the Administration ruled that the rate in St. Louis should be 40¢, the rate paid by the other roads in St. Louis. (Ruled Jan 1919 - retroactive to Nov. 1918)

Nationality: (For all listed in series 11, 12, 13, 14, 15, 16)
American born(3)
German(1)
Moravian(3)
From Austria Hungary, mostly Austrian(24)

Union Membership
Local 16088, Coach cleaners, directly under A.F. of L.(31)

Names & positions of persons interviewed:

E. Bustak, Sub-forewoman
F. J. Boler, Chief Yard Inspector

2

Date 8/19/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Atlantic St. Yards-
Jefferson Ave. Bridge

St. Louis Series 12

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaning inside- overhead cleaners	4	0	0	0(total men cleaning cars= 11)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
4	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	(7.30 A.M.	----	3.30 P.M.)				48-present

If woman works Sunday, she gets relief day off during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours **Order 27** **Supplement No. 4** **Present**

Vacuum operators	23¢	25¢	all 40¢*
other men cleaners	21¢	33¢	
women cleaners	20¢	32¢	

* In Recommendation 51, the Administration ruled that the rate for the Pullman Co. in St. Louis should be the same as the rate paid by the other roads.

Nationality: See series 11

Union Membership

See series 11

Names & positions of persons interviewed:

E. Bustak, Sub-forewoman
F. J. Boler, Chief Yard Inspector

2

Date 8/19/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Atlantic St. Yards
Jefferson Ave. Bridge

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaning inside- head liner	1	0	0	0(total men employed as car cleaners= 11)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1 Sunday	8 A.M. (7.30 A.M.	12 to 12.30 ----	4.30 P.M. 5.30 P.M.)	yes*	8	9	54 48-present

* If woman works Sunday, she gets relief day off during week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours

	Order 27	Supplement No. 4	Present
Vacuum operators	23¢	35¢	40¢ all*
Other men cleaners	21¢	33¢	
Women cleaners	20¢	32¢	

* In Recommendation 51, the Administration ruled that the rate in St. Louis for the Pullman cleaners, should be the same as that paid by the other roads, namely 40¢

Nationality:
See series 11

Union Membership
See series 11

Names & positions of persons interviewed:
E. Bustak, Sub-forewoman
F. J. Boler, Chief Yard Inspector

2

Date 8/19/19

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Atlantic St. Yards
Jefferson Ave. Bridge

St. Louis Series 14

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaning inside-washers	3	0	0	0(total men car cleaners= 11)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
3	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	(7.30 A.M.	—	3.30 P.M.)				48-present

* If women work Sundays, they get relief day during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours — Order 27 — Supplement No. 4. — Present

Vacuum operator	23¢	35¢	40¢ all*
Other men cleaners	21¢	33¢	
Women cleaners	20¢	32¢	

* In Recommendation 51, the Administration ruled that the rate in St. Louis for the Pullman cleaners should be the same as that laid by the other roads ~~namely 40¢ per hour.~~

Nationality:
See series 11

Union Membership
See series 11

Names & positions of persons interviewed:
E. Bustak, Sub-forewoman
F. J. Boler, Chief Yard Inspector

2

Date 8/19/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Atlantic St. Yards
Jefferson Ave. Bridge

St. Louis Series 15

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaning inside- Vermin Exterminator	1	0	0	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	(7.30 A.M.	—	3.30 P.M.)				48-present

* If woman works on Sunday, she gets a relief day off during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours		Order 27	Supplement No. 4	Present
Vacuum operator	23¢		35¢	40¢ all*
Other men cleaners	21¢		33¢	
Women cleaners	20¢		32¢	

* In Recommendation 51, the Administration ruled that the rate in St. Louis paid by the Pullman Co. should be the same as paid by the other roads, namely 40¢ per hr.

Nationality: See series 11

Union Membership: see series 11

Names & positions of persons interviewed:
E. Bustak, Sub-forewoman

F. J. Boler, Chief Yard Inspector

2

Date 8/19/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Atlantic Yards
Jefferson St. Bridge

St. Louis Series 16

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaning inside- head rest coverer	1	0	0	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Wk. Oct. 1918	Total Hours Per Wk. Oct. 1918
1 Subday	8 A.M. (7.30 A.M.	12 to 12.30 --	4.30 P.M. 3.30 P.M.)	yes*	8	9	54 48-present

* If woman works on Sunday, she gets a relief day off during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours

		Order 27	Supplement No. 4.	Present
Vacuum operator	23¢		35¢	all 40¢*
Other men cleaners	21¢		33¢	
Women cleaners	20¢		32¢	

* In Recommendation 51, the Administration ruled that the Pullman Co. should pay 40¢ per hr. the same as the other roads in St. Louis

Nationality:

See series 11

Union Membership

See series 11

Names & positions of persons interviewed:

E. Bustak, Sub-forewoman
F. J. Boler, Chief Yard Inspector

2

Date 3/19/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Atlantic St. Yards
Jefferson St. Bridge

St. Louis Series 17

Town or Shop St. Louis, Mo

Division Terminal

Railroad Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaning inside- ~~Sub-~~ forewoman	1 ✓	0	0	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Wk. Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54
Sunday	(7.30 A.M.	—	3.30 P.M.)				48-present

* If woman works on Sunday, she gets a relief day off during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours $60

Order 27 **Supplement No....** 37¢ per hr

Present Under Recommendation 51, went up to 45¢. In July 1919 was changed to $110 per month ✓

Nationality: American born

Union Membership Brotherhood of Railway Carmen of America

Names & positions of persons interviewed:
E. Bustak, Sub-forwoman
F. J. Boler, Chief Yard Inspector

2

Date 8/19/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Atlantic St. Yards
Jefferson St. Bridge

St. Louis Series 18

Town or Shop	Division	Railroad
St. Louis, Mo	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5 or 3	Car cleaning inside-seamstress	1 ✓	0	0	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1 Sunday	8 A.M. (7.30 A.M.	12 to 12.30 —	4.30 P.M. 3.30 P.M.)	yes*	8	9	54 48-present

* If woman works on Sunday, she gets a relief day off during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours — Order 27 — Supplement No. 4 ... Present

20 (classed as woman car cleaner) — 32¢ — was changed 40¢ under Recommendation 51. With in last month rerated as seam stress (upholstress) and given 68¢ with back pay.

Nationality: American born

Union Membership: Brotherhood of Railway Carmen of America (1)

Names & positions of persons interviewed: (A. Donnelly - seamstress)

E. Bustak, Sub-forwoman

F. J. Boler, Chief Yard Inspector

2

Date 8/19/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Union Station-Yards
Storeroom

St. Louis series 19

Town or Shop	Division	Railroad
St. Louis- Mo.	Terminal	Pullman

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	Clean linen counter	1 ✓	0	0	0	Many years

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	7 A.M.	12 to 1	4 P.M.	yes*	8	8	45 to 54
(every other Saturday)	7 A.M	12.					present- 1 week=45 next " =54

* every other Saturday afternoon off and Sunday alternate week, works 8 at. P.M. and 6 hours Sunday

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours $57.50 | Order 27 | Supplement No. 7 $87.50 | Present $87.50 ✓

Nationality: American born

Union Membership: B. of R. C.

Names & positions of persons interviewed:

J. J. Kennedy, Storekeeper.

2

Date 8/19/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis series 19.

Nature of Duties.

The linen counter works in the linen room next to the office, where the Storekeeper, and the Yard foremen have their desks. The counter takes the orders from the men who have been out and checked up the supply of linen in the cars. She counts out the orders and puts the linen in bags. The boys carry out the linen to the cars. She is responsible for the condition of the linen room. The porter sweeps up the place. She is supposed to keep the cupboard is order and the paper changed on the shelves. The regular supply of linen is low enough to be reached without a ladder. The extra supply is up on the upper shelves and a ladder is needed.

Toilets.

See Memo on Coach cleaners, 2 to 8 and 11 to 16.

Wage.

It will be seen that this counter of linen has been rated under the clerks order under the ~~title~~ classification of "checker."

F.E.Clark

ADJUSTMENT RE

Toilet facilities.

St. Louis No. 20 to 28
Series 39 and 40

City and State	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co. and Terminal R.R. Assoc.

1. Office, Shop or Platform
Compton yards- directly in charge of Mr. Scheen, foreman

2. Official in Charge
A. V. Burr, Supt. of Pullman
I. L. Burlingame, Genl. Mgr. ~~Terminal R.R. Assoc~~

3. Employee Involved
All women listed in the inspection sheets 20 to 28 inc. and 39 and 40.

4. Address-street number if necessary

5. Source:
Developed during inspection

6. Statement of Case:

See Series 21 and 39 for description of toilet. The toilet has no lock, no screen, is not properly maintained and cannot be properly maintained because of its construction. A cement privy vault is flushed, but the upper wooden structure is not reached and the seats are two holes cut in a board. The location is bad as it is with the men's toilet along side of the rip track.

7. Action by Agent:
8/28/19 Agent was first in conference with the Mr. A. V. Burr. Over 20 Pullman both white and colored use the place, and four women hired by the Terminal Assoc. As the Pullman Co. has its quarters furnished by the Terminal Assoc., Mr. Burr suggested that the agent and he ask for a conference with Mr. Burlingame, Genl. Mgr. of the Terminal facilities. The agent said she would be glad if they could all discuss the matter together-she was going to see Mr. O'Brien (J.J.), Supt. of Car shops, the next day. Mr. Burlingame called is his subordinate, Mr. J.J. O'Brien. The agentsaid she did not think the facilities were sanitary or provided for the protection of the women going and coming. She thought it was uselss to provide for separate facilities for the Pullman and Terminal women. She thought that a toilet ought to be provided with separate compartments and with uptodate fixtures which could be properly maintained. The scheme at the Pacific yards seemed to work-namely that certain toilets were set aside for the colored women and certain for white women, most of whom were in the supervisory capacity. She thought that a place

(see next sheet)

8. If unadjusted, name of next higher official with address:

9. Action by Office:

10. Statement of Adjustment made and date:

8/28/19 Mr. Burlingame ordered Mr. O'Brien to have a screen erected in front of the present toilet entrance, to have keys provided so that the place can be locked, and to have the place cleaned each day. He ordered him to get to work on plans for ~~more suitable provisions with proper fixtures in the office house up the street always~~

11. Date of Inspection 8/25 and 27/19
USRA-WS No.3

12. Name of Agent. F.E.Clark

St. Louis series 20 to 28
39 and 40

Adjustment re

Toilet facilities.

7. Action of agent(continued)

in the yard near the work was preferable.
Mr. O'Brien said that the city code did not permit the building of any frame structures and repairing old ones. If the place was built in the yards it would have to be brick. He thought that as long as plumbing was in the house a half block up the street where the Terminal now had its office, the toilets ought to be put in there. There was one toilet there now and another could be put in which could be used by the colored women. The one now in the building was used by the women clerks.

The agent said that in getting the yard women toilets, the clerks should not be deprived of facilities. She said whether it was thought sensible or not, there were class distinctions between clerks and yard people and between white and colored. The only thing she was trying to stand for was the providing of proper facilities for all so that no group would have any excuse for using the toilets in the cars, and thus causing a filthy and insanitary yards.

Mr. Burlingame gave orders to Mr. O'Brien to put up a screen in front of the entrance of the present toilet, to get a lock and key for the place, to see that some of the women took turns cleaning the place instead of the man. This should be done immediately. He ordered him to have plans laid for making room for all women in the brick office building up the street, and to have estimates made on the cost so that he could submit the cost to the proper officials to see if the money would be granted for fixing proper facilities.

F.E.C.

St. Louis Series 20

Town or Shop	Division	Railroad
St. Louis, Mo.-Storehouse	Compton Yards, Compton and Rankin (Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	equipment checker (same as linen counter at ~~18th St.-series 19~~)	1	0	1	1	1918

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8.30 A.M.	12 to 1	5.30 P.M.	yes*	8	8	44 to 54
Saturdays	8.30 A.M.	12.30					present- one week = 54 next " = 44

* Every other week works Saturday afternoon and six hours on Sunday.

av- 49+

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours	Order 27	Supplement No. 7.	Present
$57.50		$87.50	$87.50

Nationality: Colored

Union Membership: No

Names & positions of persons interviewed:
N. Goldberg, Storekeeper
Equipment checker, also.

2

8/25/19 — **Date**

Florence E. Clark — **Agent**

Memorandum--- St. Louis Series 20

Nature of Duties.

Though this person is called an equipment checker, she does the same sort of work that the woman does down at 18th St. (Series 19) namely fill the orders of clean linen from the clean stock, orders made out by the checkers who have gone into the cars and found what was needed to make up the quota required by the particular car.

She works in the linen room-part of a car drawn up on a side track. The rest of the car is used as the office.

Toilet, etc.

See Memo-21

Florence E. Clark

Compton Yards,
Compton and Rankin Ave.

St. Louis Series 21

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside- sub-forewoman	1 ✓	0	0	0(1 man= foreman)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8.30 A.M.	12 to 12.30	5 P.M.	0	8	9	54 48=present

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours $60

Order 27 **Supplement No.** 4 .... was at 37¢ when cleaners were getting 32¢: when they were raised to 40¢ she was put on to 45¢ She drew 45¢ until July 1919

Present $110 ✓ (in July 1919, put on monthly basis and given vacation)

Nationality: American born

Union Membership Brotherhood of Railway Carmen(mixed local of men and women)

Names & positions of persons interviewed:

John Hatina, Foreman
E. Leutwiler, sub-forewoman

2

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum, St. Louis Series 21.

Nature of Duties.

All women report to the Sub-forewoman in the morning at the office and are assigned to their work. As each crew of women and women working on the other classes of work are assigned to the cars going over the same runs each day, the Sub-forewoman only has to reassign of the work of those women who are off, because it is their relief day. Extra women are put on or the work switched around.

On three incoming cars the sub-forewoman does the same sort of inspecting that the foreman does on the rest of the cars. She inspects not only for needed cleaning, but for mechanical repairs. On all the outgoing cars, she inspects for the cleaning, turning on the electric lights to see if they are clean. Should she find some work left undone or the place dirted up after the cleaners had been in, she either cleans up the place herself, or if it is very dirty, calls back the cleaners.

This yard is out some 20 blocks from the Station and is not so crowded and has much better air than the one at 18th St. near the Station.

Into this yard come the coaches running on the Frisco, Rock Island, and Cotton Belt.

Toilets, etc.

The dressing room for the women is a very old car drawn up on a side track, along with the office of the foreman, the linen room and storekeeper's office. The car is divided into two parts, one part for the men with an end entrance, the other part for the women with a side entrance. The door is left open, though the forewoman said there was a key. The women come in for a drink of ice water and it is easier to have the place unlocked. The window is not frosted. When the inspection was being made, a colored man was washing out the place with a broom. The forewoman said he did it every morning. There are 16 steel lockers, which are kept locked, not enough however for all the women. The rest of the women hang their street dresses on pegs; and at night, their work dresses. A table with benches on either side is in the room. Two metal wash basins, encased in a wooden sink and a separate basin, with running cold water in the summer are in the dressing room. Through out the five yards, hot water is not obtainable in the summer time for washing at the sinks. In the winter it is. In four of the yards during the summer the car cleaning is done in unwarmed water. The water is not cold when it comes from the pipes but it is not warm. The women say they can clean all right with water at this temperature. This dresssing room is heated in the winter with steam. A barrel of ice, in which are coils of pipe, furnishes cool water for a sort of bubbler over the sink. The sink fixtures are very old and would look very black and dirty, even were they cleaned.

Memorandum, St. Louis Series 21.

The toilet which the forewoman had to "hunt" for me (she says she does not use any toilet during the working hours) is situated in a one story building over near the rip track, where only men work. She said she thought the white women employed by the Terminal Assoc. in this same yard used the same place. The women's end is at the front of the building, the men's at the back. The door was wide open. Recently the place had been painted, and the sign, "Women only" had been painted over-one can barely see that it formerly was on. The women say that the men are reported to use this toilet. Two wooden seats are over the privy vault. No screen is provided either inside or outside the door-~~the~~ inside there is not room enough for a screen. The forewoman does not pay any attention to assigning the women to cleaning the place-she thinks the Terminal Assoc. washes it out with a hose occasionally. She says the place ought to be moved or kept locked. As forewoman she was very indifferent about the place provided for the colored women (used however by both white and colored) She ~~felt~~ seemed to no responsibility for their living conditions in the yards.

Later the agent found out that there is a cement vault which is auto-matically flushed. The top-wooden part of the structure over the vault is not cleaned by the flushing of course.

Complaint of some of the women against the forewoman.

As the agent was passing thru the yards, one of the women called out asking her if she was there to see that the women were treated right. It was noon hour and very soon a number of the women and men gathered. The agent could not discuss the question openly with them on the premises because of the bad effect on the forewoman and foreman and their future relation with the employees. "Cassy" said that the forewoman "hollered at them, telling them that if they did not do such and such, they could get their time." Cassy said that that was not the way to make them work. The agent told them that if they had any real grievance to take it up with the foreman thru their committee. She also told them that there were making kinds of foreman and women, that it was up to them to do their work well and honestly, and give no one any grounds for discharging them. If all the forewoman did was to "holler", that could not hurt any body. She intends to see some of the women again, quietly, and tell them if they want to see her off the premises about any grievance, she will be glad to meet a committee of the women.
(Quite obviously the forewoman thinks herself very superior to the colored women whom she has under her-she is more intelligent than even most forewoman. All the more reason however that she should know how to handle people, be sympathetic toward them, and feel some responsibility for their working conditions)

Lunches.

Both the foreman and sub-forewoman said that some of the women scarcely eat anything, even when they have their half hour for

Memorandum, Series 21.

lunch. Most of them on Sunday do not eat at all. The sub-forewoman said the "women were too stingy" to spend money on food. The agent talked to some of the women and told them that when they put in eight hours at a stretch, they were expected to take time off to eat a lunch. Some of the men (colored) who stood around, said that was the orders they heard, they had 20 minutes for lunch. The agent could not find out why the women did not care to eat. Of course the reason given by the sub-forewoman throws no light on the situation. As the colored women have only recently come into car cleaning because the foreign women moved up the economic scale as munition workers, they may feel that their present rates are only temporary, and have the future in mind and are saving. Perhaps they are spending their new earnings on other things which will impress their neighbors that they have risen in the social scale. It is interesting and would be still more interesting to follow up.

It seems to the agent that nothing is to be done. If the women want to finish up their work to get home, and wont eat, it does not seem to me that anything can be done. It may be that as the forewoman is not on the job on Sundays, the women get off before their regular time-they all said, "We want to hurry to get home".

Florence E. Clark

Compton Yards,
Compton and Rankin Ave.

St. Louis Series 22

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5 or 3	seamstress-car cleaning inside	1 ✓	0	0	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1 Sunday	8.30 A.M. 8.30 A.M.	12 to 12.30 --	5 P.M. 4.30 P.M.	yes*	8	9	54 48 present

*When Work is done on Sunday, relief day is given during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours 20¢ (woman car cleaner) | Order 27 | Supplement No. 4.. 32¢ | Present 40¢*

*under Recommendation 51, the Administration ruled that the Pullman car cleaners at St. Louis should receive the rate paid by the other roads.

See Series 18. One seamstress in the yards has been rerated at 68¢. Mr. Boler, Chief Yard Inspector said that he had sent the cases of all yard ~~seamstresses to Chicago for instructions as to rerating.~~

Nationality: Bohemian

Union Membership: Coach cleaner's local 16088

Names & positions of persons interviewed:
John Hatina, Foreman.
E. Leutwiler, sub, forewoman.
(Mary Bryle - seamstress)

2

Date 8/25/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 22.

Nature of Duties.

At the end of every car, is a report stating the needed repairs. The mechanics, electicians and the seamstress go thru, read the repairs that are needed, and after they have made the repairs, record on the card that they have done the work. The report of needed repairs is made by the conductor of the train-the porter states any needed repairs to the conductor. The foreman and subforewomen also note on the report in the car any repairs that come to their attention. The forewoman says that the seamstress mends berth curtains, mattresses, sews on binding, etc. She has been on the work only 3 months. (See memo 10, 18 and 30)

Toilet.

See Memo 21.

Florence E. Clark

Compton Yards,
Compton and Rankin Ave.

St. Louis 23

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaning inside-head rest coverer	1	0	1	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8.30 A.M.	12 to 12.30	5 P.M.	yes*	8	9	54
Sunday	8.30 A.M.	--	4.30 P.M.				48-present

*When work is done on Sunday, relief day is given during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours	Order 27	Supplement No. 4	Present
25¢ (vacuum operators)		35¢	all 40¢*
21¢ (other men cleaners)		33¢	
20¢ (women cleaners)		32¢ women	

*Under Recommendation 51, the Administration ruled that in St. Louis the Pullman car cleaners should be paid the same rate as cleaners on the other roads.

Nationality: Colored

Union Membership Coach cleaners' local 16088

Names & positions of persons interviewed:

John Hatina, Foreman
E. Leutwiler, forewoman

2

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Compton Yards
Compton and Rankin Ave.

St. Louis Series 24

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside-vermin treater	1	0	0	1 colored man	always

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8.30 A.M.	12 to 12.30	5 P.M.	yes*	8	9	54
Sunday	8.30 A.M.	--	4.30 P.M.				48-present

* When work is done on Sunday, relief is given during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. 4** | **Present**

23¢ (vacuum operators) — 35¢ — 40¢ all*
21¢ (other men cleaners) — 33¢
20¢ (women cleaners) — 32¢ (women)

* Under Recommendation 51 the Administration ruled that in St. Louis, the Pullman car cleaners should receive the same rate as that paid cleaners on other roads running into St. Louis.

Nationality: Bohemian

Union Membership Carmen (women's local?)

Names & positions of persons interviewed:
John Hatina, foreman
E. Leutwiler, sub-forewoman
J. Kobachek, vermin treater.

2

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Compton Yards
Compton and Rankin Ave.

St. Louis Series 25

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaning inside- "lower crew women"	10	0	10	0(total men car cleaners on other work =11)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Wk. Oct. 1918	Total Hours Per Wk. Oct. 1918
10	8.30 A.M.	12 to 12.30	5 P.M.	yes*	8	9	54
Sunday	8.30 A.M.	---	4.30 P.M.				48-present

* When work is done on Sunday, relief day is given during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. 4** | **Present**

23¢(vacuum operators)	25¢	40¢ all*
21¢(other men cleaners)	33¢	
20¢(women clerners)	32¢	

* Under Recommendation 51, the Administration ruled that in St. Louis the Pullman Car cleaners should be paid the same rate as that ~~by~~ paid cleaners working on other roads in St. Louis.

Nationality:

Colored(10)

Union Membership

Coach cleaners local(all in yards in but 3 and those in carmen's union.)

Names & positions of persons interviewed:

John Hatina, Foreman

E. Leutwiler, sub-forewoman

2

Date 8/25/19

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Compton Yards
Compton and Rankin Ave.

St. Louis Series 26

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside-ov rhead women	3	0	3	0(total car cleaners in yards=11)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
3 Sunday	8.30 A.M. 8.30 A.M.	12 to 12.30 ---	5 P.M. 4.30 P.M.	yes*	8	9	54 48-present

* When work is done on Sunday, relief day is given during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours

23¢(vacuum operators)
21¢(other men cleaners)
20¢(women cleaners)

Order 27

Supplement No. 4 ....

35¢
33¢
32¢(women)

Present

40¢ all*

* Under Recommendation 51, the Administration ruled that in St. Louis the Pullman Car cleaners should be paid at the same rate as the cleaners employed by the various roads entering St. Louis.

Nationality:

Colored(3)

Union Membership

Coach cleaners local(all in yards in except 3 and those who belong to carmen's union)

Names & positions of persons interviewed:

John Hatina, Foreman
E. Leutwiler, sub-forewoman

2

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Compton Yards,
Compton and Rankin Ave.

St. Louis Series 27

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside-head liner	1	0	1	0(total car cleaners in yards=11)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8.30 A.M.	12 to 12.30	5 P.M.	yes*	8	9	54
Sunday	8.30 A.M.	--	4.30 P.M.				48-present

* When work is done on Sunday, relief day is given during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. 4** | **Present**

23¢(vacuum operators)	35¢	40¢ all*
21¢(other men cleaners)	33¢	
20¢(women cleaners)	32¢(women)	

* Under Recommendation 51, the Administration ruled that in St. Louis the Pullman Car cleaners should be paid at the same rate as cleaners employed by the roads coming into St. Louis.

Nationality:

Colored(1)

Union Membership

Coach cleaners local 16088 (all in yard belong, except 3 and those who belong to Carmen's union)

Names & positions of persons interviewed:

John Hatina, Foreman
E. Leutwiler, sub-forewoman

2

8/25/19
Date

Florence E. Clark
Agent

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Compton Yards
Compton and Rankin Yds.

St. Louis Series 28

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning, inside-washers	counted 3 2 and 1 for 1/2 day	0	3	0(total men car cleaners=11)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
3	8.30 A.M.	12 to 12.30	5 P.M.	yes*	8	9	54
Sunday	8.30 A.M.	---	4.30 P.M.				48-present

* Under Recommendation 51, the Administration ruled that in St. Louis the Pullman Car cleaners should be paid at the same rate as cleaners employed ~~by the railroads running into St. Louis.~~

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. 4** | **Present**

Jan. 1, 1918 and hours	Order 27	Supplement No. 4	Present
23¢(vacuum operators)		35¢	40¢all*
21¢(other men cleaners)		33¢	
20¢(women)		32¢(women)	

* Under Recommendation 51, the Administration ruled that in St. Louis the Pullman Car Cleaners should be paid at the same rate as cleaners employed by the roads coming into St. Louis.

Nationality:
Colored(3)

Union Membership
Coach Cleaners' Local 16088
(all in yard belong except 3 who belong to Carmen's Union)

Names & positions of persons interviewed:
John Hatina, Foreman
E. Leutwiler, sub-forewoman.

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

4)

Memorandum, St. Louis Series 23, 24, 25, 26, 27, 28.

Nature of Duties.

The work in this yards is divided up practically in the same manner as the work at the 18th St. Yards, and the Atlantic St. Yards. For fuller description see these series-2 to 8 inc. and 11 to 16 inc.

The crew women-lower-who work in crews of two, have the stands to clean, the mirrors, the cuspidors. The cuspidors are cleaned in the smoking with long whist broom. They women also clean the inside of the hoppers (the porcelain part of the toilets) with the whist brooms. They wash the tileing in the smoking rooms and in the halls and wipe off the woodwork with oil rags. They wipe off the windows every trip and when the windows need it the women clean them with whitening and a chamois. The women raise the windows on the inside with a window jack, if necessary, for the men who are working on the outside. (The women clean the outside of the hoppers with rags.) Each crew does 4 cars a day.

Overhead women. The overhead women use a 5-step stepladder. They dust off the upper woodwork and also wash and dust the lights. They do this work on 7 cars a day, they also put the head rests on 1 car.

Head rest woman The men take the head rests off. The woman puts the head rests on 11 cars a day. Head rests have to be laced on.

Head liner. This head liner prefers to use a ladder to the scaffolding. If she scrubs the head line she does one car a day. If she "spots the car," does the ends, and bad spots, she can do more. The foewoman says that she did head liner's work for years and liked it better than the regular coach cleaning. The car is blue flagged for the head liner.

"Washers" One of the washers works 1/2 day at the Compton yards, the other half day the "Pacific yards". The washers wash woodwork with a sponge and polish with a chamois. -

"Vermin treater" Mrs. Rebachek has worked for some time with the old colored man, who has been working in the yards for many many years. One month they spend at Compton yards, the other at the Pacific yards. The old man does the pulling out of the heavy parts of the seats and puts the heavy parts back. In putting the poision in the berths, the bedding and mattress have to be removed. The woman may pull off the bedding but the man takes off the mattress. The woman washes out the bed, standing on the step ladder and puts on the poison with a paint brush-the old man puts back the mattress and the bedding. Mrs. Rebachek is about 5 feet tall and is slight. The two make a good team-the old man doing all the heavy work and the womanwho is exceeding quick putting on the poision with the brush. Mrs. R. sometimes unscrews with a ratchet screw driver the metal joints in the upholstering (see Series #34)

Florence E.Clark

"Pacific Yards"
Compton Ave.

St. Louis Series 29

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
14	Yard foreman	1	0	0	0(1 subforeman)	Many years back-

No. on each shift	Begin Work	HOURS Lunch Period	End Work	Sunday	Total Hours Per Day Present	Oct. 1918	Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	0	8	9	54
							48-present

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours — Order 27 — Supplement No. 7 — Present

$70 forewoman — $95, raised to $100 about Sept. Drew $100 until July 1919. — $115

$70 foreman — Sup. 4, when cleaners went to 40¢, rate changed to 45¢ — 45¢

* (Men foreman at other yards are drawing as follows: Compton $170, 21st St. $165 and at 18th St. $195.)

Nationality: American born

Union Membership: 0

Names & positions of persons interviewed:
G. Chiapel, Sub-foreman.
Mary Mareck, seamstress.
(A. Whalen, Yard forewoman)

Date 8/25/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 29

Nature of Duties.

This yard is know as the "Pacific yards" because most of the car cleaning in this yard is done for the Missouri Pacific. The Southern, and Mobile and Ohio also have their work done in this yard. It is a new yard and a permanent one. A brick office building which houses the offices, the linen room of the Pullman Co and storeroom, dressing rooms and toilets, is at one end of the yard. It has two stories.

Mrs. Whalen was out with sickness the day of the inspection. The subforeman stated that she was an old women over 60 years old, and she had been in the service 37 years. The men seemed to have considerable respect for her. Mr. Chiapel said in a somewhat embarassed manner that Mrs. Whalen was over him. He complained in good natured way that he did all of the overtime work to be done in the yards and that he did the office work of hiring and sending in reports, and does most of the spervision of the mechanical work to be done on the cars. Both the forewoman and the sub-foreman inspect the cars as they come in to see what work has to be done on them. The forewoman superintends all the cleaning work and inspects before the cars go out. Mr. Chiapel says that he comes 1/2 hour earlier than the forewoman and stays 1/2 hour later. Mr. C. admits that Mrs. Whalen is in charge of the yards, and is responsible for the conditions and for getting the work out. He works under directions. (The agent is going to make a trip back to see if she can see Mrs. W. to get a report of the duties from her point of view)

Toilets, etc.

Of the five yards, the toilets here are the best. The Seamstress, forewoman, and the subforeman eat their lunches in the office. The head rest coverer eats in the coaches. The rest of the women working for the Pullman Co, who are colored have a corner room on the second floor, for their "dining room". The place was airy, bright and sunny the day of the inspection. Windows which swing open are on two sides of the room. Two tables scrubbed white, with benches on both sides are in the room. A cupboard contains the forewoman's extra supply of equipment. Lockers, steel and 10 in number, (not enough for each to have a separate one) were in the room. A long sink with two sets of faucets, furnishes only cold water during the summer, both hot and cold during the winter. An electric plate is used in the winter for heating food. One woman is assigned to cleaning the room each morning. The floor is of cement. A huge pasteboard box is for waste paper.

The toilet room next door is used by all women in the yard, those hired by the Pullman Co. and those hired by the Terminal Association One toilet is set aside for the colored women, one for the forewoman and the seamstress, and 2 for the women working for the Terminal Assoc. All four compartment are in the same room, which is well lighted

Memorandum, St. Louis Series 29.

Toilets.

The fixtures are up to date. A long sink has three sets of faucets. The floor is cement and the place well kept.

Wages.

It will be noticed that the forewoman is not getting any where near the rate of pay that the other foremen are getting. Mr. C. says that he thinks Mrs. Whalen make a complaint at the office about her rate. It was changed several times last year. However at present she is only getting $5 more a month than the sub-forewoman and $50 less than the lowest paid foreman.

Mrs. Murphy at 21st is called forewoman and the two attend the monthly meetings at Mr. Burrs office down town with the rest of the yard foremen.

Florence E. Clark

8/28/19 The agent had to make a visit back to these yards to inspect the Cleaners on the Missouri Pacific so she make a point to see Mrs. Whalen, who was absent the day of the inspection with a boil on her neck. She found Mrs. Whalen a very energetic woman of 62, in good health, with a fresh, kindly spirit, a most wholesome type of woman to have a supervisory job in the yards. The agent feels very strongly that the two forewomen Mrs. Whalen and Mrs. Murphy and the sub-forewoman E. Bustak at Atlantic are specially splendid women to be in the yards. They are women who have come up from the rank of car cleaner, are not afraid to work if necessary along with the women, have ability as leaders, and are the type to gain the respect of the men with whom they work. The agent was glad to tell Mr. A.V.Burr the Supt. that this was her opinion. She feels that because of the lack of such women in the eastern yards where inspections have been made, the use of women has not been so successful and the moral tone around the yards low. The railroads who introduced women in greater numbers around St. Louis during the war did not have great success with large gangs of women, largely the agent believes because of a lack of trained women leaders. The Pullman Co. having hired women in large numbers for many years have trained their leaders.

Mrs. Whalen says that she is responsible for the hiring and firing in the yard. She has delegated some of her power to Mr. Chiapel, the sub-foreman. (She has been forewoman for 12 years in the yards and in the service of the Pullman Co. something like

34 yeats. She used to work 10 or 12 hours for $1 a day) Mrs. Whalen is responsible for all reports, Mr. Chiapel usually makes them out and Mrs. Whalen looks them over and OKs them. She has the sub-foreman make out the pay roll-she O.K.s it. She handles all letter herself. She with the sub-foreman inspects all incoming cars, for both needed cleaning and mechanical repairs. She also is responsible for the outgoing cars and does as much as possible of this inspection work herself.

The following day a yard inspector came up to the agent in another yard and said,"I don't know exactly what your duties are, but I want to say to you that I am very much afraid that Mrs. Whalen will be killed in the yards some day in the icy weather. She can not get about as she use to and her sub-foreman does a great deal of her work." The agent replied, that ~~if the~~ ~~xxxxxxxxxxx~~ the Women's Service Section had no power to step in one way or another in such a case. It was one which the management had power over. She was willing to give him her opinion however. She said she felt very strongly that if he was thinking of Mrs. Whalen safety and happiness, he could do no crueler act than to force her to retire on an inadequate pension. Her life had been in the yards-she would die a slow and unhappy death if she was taken out of the harness. The agent said that she felt old women in service should be accorded the same treatment as old men-that if they had no rule to retire old men, they should not make one up for old women. The young men inspector said he understood the agent's point exactly-that there was an old man who was running on the Pullman who should be retired but they knew it would kill if they did.

The agent continued-she felt that the presence of such women as Mrs. Whalen in the yards and the moral wholesome atmosphere resulting could not measured. While her service in actual inspection might not be what it used to be, her presence could not be measured in the safety to the women, the treatment they received from the yard men, etc. The agent said that if her work got so poor that she became actually inefficient, they of course culd discharge her on inefficiency. The young men checked the agent and said,"I did not mean to suggest that-the men in charge of the Pullman Co. from the top down, even in Chicago would not stand for that!" The agent said again, that she was glad to find the workman like attitude between men and women in the yard which existed-she felt it was due to responsible women of age and humor who were in supervisory jobs. (Later she said the same thing to Mr. Burr the Supt.)

Mrs. Whalen said she did not feel she was fairly rated as yet because she was not getting any where near the rate paid the lowest foreman($165) She said that because she was old she did not dare take up the case as they could pension her if she make too much trouble-some of the men said that she should take up her case.

When the agent went to see Mr. A. V. Burr, she stated that she was glad to see that the discrimination against women among the

car cleaners had been removed. She said it had apparently been not removed among the rates paid foreman and forewomen. The lowest paid foreman was getting $165 and the highest paid forewomen $115. He said that because the women could not work in emergency cases-because of the 9 hour law for women, they had to have men in the yards to protect the emergency work, due to delayed trains. Because women were not subject to call at all times, he did not feel that they could be rated the same. He said that the sub-forewomen had been put on a monthly rate again, because they wanted to establish the former differentials in the work-they had had their vacations taken away and th s it was restored on the monthly rates. (The agent has come to the conclusion that the Pullman Co. wanted to make their forewoman and sub-forewomen satisfied by rerating their salary-they were apt to feel mistreated if the seamstresses who were under them were all to be rerated at 68¢ per hour. The Pullman Co. the agent believes realizes the importance of these women and in some small measure are giving them a piece of belated justice.)

F.E.C.

St. Louis Series 30

Town or Shop	Division	Railroad
St. Louis, Mo. "Pacific Yards" Compton Ave.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5 or 3	seamstress in cars (car cleaning inside)	1	0	0	0	Many years back

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54 48-present

* If seamstress works Sunday, she gets relief day off during the week.

Night Work: Rotation

Ages of Women on night work

Wages: **Jan. 1, 1918 and hours** — 20¢ (woman car cleaner)

Order 27

Supplement No. 4 — 32¢. Under recommendation 51, raised to 40¢ with other cleaners in yards (series #18)

Present — 40¢*

* Mr. Bolor, Chief Yard Inspector, says that one woman seamstress has had her rate changed to 68¢. He has sent in the cases of the other women, asking what rate should be given them.

Nationality: Czecko-Slovak

Union Membership — Brotherhood of Railway Carmen of Amer.

Names & positions of persons interviewed:

G. Chiapel, Sub-foreman

2

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 30.

Nature of Duties.

Mary Mareck, who has been seamstress in the yards for 8 years, is doing perhaps as skilled seamstress work in the yards as any woman. She does all the necessary repairing reported in the reports, she does this work for 20 cars a day. The curtains of 12 cars she inspects herself to see if anything is needed on them. She carries with her a pail of bottles, containing alcohol and renovating soap, and a kit of tools and supplies. She carries a hammer, a grommet punch for putting rings in the carpets, screwdriver, curved upholsterers needles, extra bottons, hooks, etc. She sews the buttons on curtains, broken tape, strapes, etc. She takes out any spots on the curtains. She takes out any spots on the plush seats, mends, the plush seats as well as the leather seats in the smoking rooms. She mends the mattresses, shades. The men change the pillow covers and she sew them up. She puts in whole strips of new carpet on the floor. Some times she goes down to 21st to work with the upholster, on new carpets being made for cars which do not need themselves to go to the shops.

Wages.

She said she had not put in a grievance as to her rate of pay. But she thought she ought to get 60¢ the same as Miss Donnelly at Atlantic St. She says she is waiting to see what the Company is going to do. The Carmen's union called the Field Agent attention to the work of M. Mareck when the shop committee called on her at the hotel. The agent advised her to take up her case with the Committee if she did not get her rate adjusted.

See Memo # 29 for discussion of toilet

Florence E. Clark

St. Louis Series 31

Town or Shop	Division	Railroad
"Pacific Yards" Compton Ave. St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaners inside-crew women	13	0	13	3(total in yard at all car cleaning= 17)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
13	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54 48-present

*If women work Sunday, they get relief day off during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. 4** | **Present**

23¢ vacuum operators	35¢	40¢ all*
21¢ other men cleaners	33¢	
20¢ women cleaners	32¢ (women)	

* Under Recommendation 51, the Administration ruled that in St. Louis, the Pullman Car Cleaners should get the same rate of pay as other car cleaners

Nationality:

Colored (13)

Union Membership

Coach Cleaners Local 16088 (13)

Names & positions of persons interviewed:

G. Chiapel, Sub-foreman

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

St. Louis Series 52

Town or Shop	Division	Railroad
St. Louis, Mo. "Pacific Yards" Compton Ave.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside-washers	3 and 1 for 1/2 day	0	4	0 (men on car cleaning = 17 5 of whom work on inside)	always

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
4	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54 48-present

If work is done on Sunday, relief day is given during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours	Order 27	Supplement No. 4	Present
23¢ vacuum operators		35¢	40¢* all
21¢ other men cleaners		33¢	
20¢ women cleaners		32¢ (women)	

* Under Recommendation 51, the Administration ruled that in St. Louis the Pullman Car Cleaners should receive the same rate of pay as cleaners employed by the railroads,

Nationality:

Colored (4)

Union Membership

Coach Cleaners Local 16088 (4)

Names & positions of persons interviewed:

G. Chiapel, Sub-foreman

2

Date 8/25/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

St. Louis Series 53

Town or Shop	Division	Railroad
"Pacific Yards" Compton Ave. St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside- head rest coverer	1	0	0	0(total car cleaner-men=17)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54 48-present

* If work is done on Sunday, relief day is given during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours

Order 27	Supplement No. 4	Present
23¢ (vacuum operators)	35¢	40¢ all*
21¢ other men	33¢	
20¢ women	32¢ (women)	

* Under Recommendation 51, the Administration ruled that in St. Louis the Pullman Car Cleaners should receive the same rate as paid cleaners employed by the railroads,

Nationality: American born

Union Membership: Brotherhood of Railway Carmen of America

Names & positions of persons interviewed:
G. Chiapel, Sub-foreman

2

Date 8/25/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Town or Shop St. Louis, Mo. "Pacific Yards" Compton Ave. **Division** (Terminal) **Railroad** Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaning, inside-vermin treater	1	0	0	1 colored man (total cleaners 17)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54 48-present

* If work is done on Sunday, relief day is given during the week

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours **Order 27** **Supplement No. 4.** **Present**

23¢ vacuum operators	35¢	40¢* all
21¢ other men cleaners	33¢	
20¢ women cleaners	32¢ (women)	

* Under Recommendation 51, the Administration ruled that the Pullman car cleaners should receive the same rate as cleaners employed by other roads.

Nationality: Bohemian

Union Membership Brotherhood of Railway Carmen

Names & positions of persons interviewed:

G. Chiapel, sub foreman
T. Rebachek, vermin treater.

Date 8/25/19 **Agent** Florence E. Clark

Memorandum, St. Louis Series 31,32,33,34.

Nature of Duties.

The work of this yard is classified practically in the same way as that of the other yards already described. Instead of the lower crew women working in groups of twos, they work singly and each is expect to do two cars in a day. Three men do this same kind of work. The washers and the head line women alternate their work. Sometimes a head liner will wash the lower wood work and sometimes a washer will do head line work. (The overhead work, dusting etc is done in this yard by 2 men.) The washers(3) do 2 cars a day with the head line work. The woman who comes from Compton yards for 1/2 days work does nothing but wash globes and lights. For her and the washer, who happens to be assigned to head line work, the car is blue flagged.

The vermin treater who works one month at Compton and one month at "Pacific Yards" has already been described in series 24. It is the same person who is listed in both yards. The day of the inspection she and the man had been changed from Compton to Pacific Yards to begin their months work.

The head rest coverer takes off and puts on the head rests and is expected to do 8 cars a day.

The men cleaners who work in this yard are on some inside cleaning overhead and crew work, and in addition they are on vacuum machines, fumigating, and the screens. They work seven days a week.

See Memo. 29 for toilets.

Florence E. Clark

St. Louis Series 35

21st St. Yards.
near South end of station shed

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
14 or 5	yard fore-woman	1	0	0	1 foreman	many years back was in charge of yards alone

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
1	7 A.M.	12 to 12.30	3.30 P.M.	0	8	9	54 48-present

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours	Order 27	Supplement No. 7	Present
$70	$93.65	$100	$115 ✓ was rated this July 19

Mr. Henry Schwering foreman receives $165 a month, the foreman at 18th St. receive $125, and the foreman at Compton received $170. Mrs. Whalen the forewoman at Pacific Yards $115

Nationality: American born

Union Membership: Brotherhood of Railway Carmen of America

Names & positions of persons interviewed:
Mrs. S. MUrphy, forewoman
Henry Schwering, foreman

2

Date 8/25/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum, St. Louis Series 35

Nature of Duties.

Formerly Mrs. and the State laws limited women's work to 9 hours Murphy had charge of the yards alone. When the work became heavier, a foreman was put on. Mrs. Murphy is not a sub-forewoman. She is more on an equality with Mr. Schwering. She takes his place when he is off. She also assist him in hiring both men and women. She has always been carried on the payrolls as forewoman and seamstress. For years she has done no seamstress work, however. On August 18, 1919 a few days before the inspection was made, the seamstress work was taken away from Mrs. Lithia the woman who has been seamstress for years and put on the forewoman, because they say "the pay roll carries her as seamstress and forewoman". It is quite apparent why this has been done. Mrs. Donnelly at one of the other yards has been rerated at 60¢. The ratings of the other yard seamstress are up, and in adjustment Mr. Boler said he thought they would be changed. By shifting the work, the Pullman Co. is not going to pay at least one of the 68¢ rates. The ordinary sewing of mending and inspecting curtains, Mrs. M. says she can do all right. But she can not sew carpet. She says furthermore, she can not do both jobs. She has to slack her supervision.

Mrs. Murphy with Mrs. Whalen have for years attended the monthly meetings of yard foremen and women. Mrs. Murphy says she has not spoken to Mr. Burr, the Supt. of Pullman, but she thinks she will take up the case this way herself rather than have her committee take it up.

Mrs. Murphy has inspected incoming cars until the seamstress work was put on her. She of course inspects the cleaning on the outgoing cars still.

Toilet, rest room, etc.

In this yard the Pullman Co. has its offices and rest rooms in a brick building, two stories. At one end of it is the Pullman mending shop for linens. Off from the office on the second floor is a good size room with windows on two sides-the eating room for cleaners. The place is painted and as it had just been cleaned, it was most attractive and clean for a place in the yard. Mrs. M. says she has the place scrubbed three times a week. This room contains a long table with benches, a cupboard for the women's dishes and a cupboard for supplies. A small table along side of the long table is where the forewoman eats. The only other white woman, the former seamstress (series 36) has a corner at the table with the colored women-Mrs. Lithia says she has had that corner for 17 years. Mrs. M. says she has told Mrs. L. to eat with her but she wants her own place. Mrs. M. says that for some two years she had a bed up here for the women and changed the

Memorandum, St. Louis Series 35

Toilets, etc.

bedding regularly. One of the men made fun of the women for having the bed up there. The only person who ever used it was this man who made fun of it-he was overcome with gas while working in the yards. Mrs. M. said she took the bed down as it was so much work to keep it clean.

An electric plate is in the room for the women to heat food.

Adjoining the eating room is the dressing room, wash room and toilet room combined. The toilet is boxed off from the rest of the dressing room. It has sewer connection and is a modern fixture. In the dressing room there are 8 steel lockers and 8 wooden ones. Mrs. M. said that they were fixing up the place before the war and found they could get no more steel lockers so got the wooden ones from one of the shops. There are 2 wash bowls in the room, not modern fixtures. The women's equipment with the exception of the ladders are kept in this room. Hot water can be obtained in the yards and in winter it can be obtained in the rest rooms. The rooms are heated with steam heat.

The rest room and toilet is some distance when the women work in the farther end of the yard. But Mrs. M. says they come to the toilet here and she expects them to take the necessary time. She says she does not find them loafing if she happens to met them up there.

a screen can be put in front of the door which leads to toilet.

Attitude of the forewoman.

Mrs. M. is a decided contrast to the sub-forewoman at Compton Ave. She has a motherly attitude toward the women, and does not hold herself superior. This is illustrated by the fact that she eats in the same room with them. While the agent was there the women came in to quit work. Some of them get milk down the line and Mrs. M. brought some of the milk up stairs for the women. She makes them work but is good natured about it. She said and she laughed about it, "Today I found the faucet on one of the coolers very dirty. I said to one of the cleaners, 'It is so dirty it is green'. She said to me, 'Mrs. M., that was green when I'se come here'. And I said to her, 'You were green when you came here, too'."

Mrs. M. said to the women when they came, "Now here is a government inspector, if you have anything you want to complain of have it out with her." Several times she included the women in the conversation, joking with them and winking slyly at the agent at the same time.

Florence E. Clark

St. Louis Series 36

Town or Shop	Division	Railroad
St. Louis, Mo.	21st St. Yards near South end of train shed (Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside, head rest coverers	2	0	1	0	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
2	7 A.M.	12 to 12.30	3.30 P.M.	yes*	8	9	54
							48-present

* If women work on Sunday, relief day is given during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours **Order 27** **Supplement No. 4** **Present**

23¢ vacuum operators	35¢	40¢* all
21¢ other men cleaners	33¢	
20¢ women cleaners	32¢ women	

* Under Recommendation 51, the Administration ruled that the Pullman Co. should pay its cleaners the same rate as other roads in the district.

Nationality:

Colored (1)
American born (1)

Union Membership

Coach cleaners (1)
Carmen (1)

Names & positions of persons interviewed:

Mrs. S. Murphy, forewoman
Henry Schwering foreman
Louise Lithia, head rest coverer

2

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

St. Louis Series 37

Town or Shop	Division	Railroad
St. Louis, Mo.	21st St. Yards. near south end of train shed (Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside-crew women	12 or 13	0	12 or 13	1 on crew work (total men cleaners inside and out = 18)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Wk. Oct. 1918 Oct. 1918
12 or 13	7 A.M.	12 to 12.30	3.30 P.M.	yes*	8	9 / 54 present 48

* If work is done on Sunday, relief day is given during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. 4** | **Present**

23¢ vacuum operators	35¢	40¢ all*
21¢ other men cleaners	33¢	
20¢ women cleaners	32¢ women	

* Under Recommendation 51, the Administration ruled that the Pullman CO, should pay its cleaners the same rate as other roads in the district.

Nationality:

Colored (12 or 13)

Union Membership

Coach cleaners local 16988 (at first all but 1-some have dropped)

Names & positions of persons interviewed:

Mrs. S. Murphy, forewoman
Henry Schwering, foreman.

2

Date 8/25/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

21st St. Yards
near South end of train shed

St. Louis Series 38

Town or Shop	Division	Railroad
St. Louis, Mo.	(Terminal)	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning: inside-washers	5	0	5	0(total men car cleaners in yard 18)	always

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
5	7 A.M.	12 to 12.30	9.30 P.M.	yes*	8	9	54 48-present

* If work is done on Sunday, relief day is given during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours

	Order 27	Supplement No. 4.	Present
23¢ vacuum operators		35¢	40¢*all
21¢ other men cleaners		33¢	
20¢ women cleaners		32¢ women	

* Under Recommendation 51, the Administration ruled that the Pullman Co. should pay its cleaners the rate paid by the other Railroads in the district.

Nationality:
Colored (5)

Union Membership
Coach cleaner's local 16088
(at first all but 1 belonged-
~~a few have not paid dues lately~~)

Names & positions of persons interviewed:
Mrs. S. Murphy, forewoman
Henry Schwering, foreman

2

8/25/19
Date

Florence E. Clark
Agent

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 36,37,38.

Nature of Duties.

Head rest coverers. Mrs. Lithis was assigned to this work regularly last week and the seamstress work which she has been doing for years taken from her. She is now putting on head rests and renovating plush, carpet, and curtains. The forewoman, who for years has been on the pay roll as seamstress and forewoman has been assigned the sewing. This seems manifestly unfair. The work in the yards has not decreased. The shifting has been done apparently to save one of 68¢ rates in the yards. Mrs. Donnelly at Atlantic St. has had her rate adjusted to 68¢. Mr. Boler, Chief Yard Inspector, has put in the names and service of the other women asking for the correct rating to be paid. He expects to have the wage adjusted for the rest. Mrs. L. has been in the service for 17 years and for many years on the sewing and would be entitled to the 68¢ rate. She has had the sewing work taken from her and more of the head rest work put on her. The forewoman who has not had much sewing experience would be getting rate of the first year of the craft and so will be getting the proper amount if should happen to spend all her time at sewing. But her work of supervision is there to be done and she will have to slack it. (I haven't a doubt the Management would argue the case on the grounds that the job of regular seamstress had been furloughed to save money. The injustice is still there but the Agent sees no grounds at the present moment on which to argue the case. If the arrangements, the case could be taken up on grounds of decreased efficiency)

9 years of one 2 " regularly

Unfair treatment of seamstress

The Two women have always had to do head rest work in the morning because one big train goes out at 11 A.M. They were then put on other work during the afternoon.

In addition to head rest work, they have inspect the curtains for the forewoman to mend

The work in this yard is not so subdivided as in the other yards. The crew women (one crew contains one man and one woman) do in addition to the work of the crew women in the other yards, the work of the overhead women. They do the same number of cars as the other yards, namely four on each crew.

dusting performed in this yard only

The washers, do not only the washing of the side woodwork but also the work of the head liner. They also wash the lights work done in some of the other yards, by the overhead women. The train is blue flagged for these women. Sometimes some of the washers are assigned to vermin treating. The men help out on this work.

The Pullman Co. does the outside work on the Pullman Cars running on the P.R.R. the only road whose cars are taken care of this yards. Men are on exterior scrubbing, outide window wiping, vacuum operating, shining brass.

The work is not so definitely split up in this yard-evidently success is brought about by good supervision. Mr. Boler said he did not interfer with Mrs. M. because she got results. Not now being able to supervise so much, one has doubts about the work in the future.

Mrs. Murphy

St Clair

St. Louis Series 39

Town or Shop	Division	Railroad
St. Louis, Mo.	Compton Ave. Yds. Compton and Ranking Terminal	Terminal Assoc. R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside -- woodwork cleaners	3	0	0	5 on woodwork (total men 86) all tricks	1 before the war

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Day Oct. 1918	Total Hours Per Wk. Oct. 1918
3	8 A.M.	20 minutes for lunch	4 P.M.	*	8	9	54

Present work 48
2 " 54
1 " 54

* 2 do not care to work on Sundays; the other works six hours

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours — Order 27 — Supplement No. 4 .. Present 1919

22¢ women — 34¢ — 40¢
men on piece work

Nationality:
American born (2)
Hungarian (1)

Union Membership
Coach Cleaners local 16088 (3)

Names & positions of persons interviewed:
J. F. Deck, foreman
Ida Simmons, cleaner in charge

2

Date 8/27/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 39.

Nature of Duties.

One woman does nothing but the toilets. She only shines the basins and washes the light woodwork, including. The other two women wash the woodwork on the sides of the car from the head line down, using a soap sponge, a rinse sponge, and drying with a chamois. They do not wash the windows. One woman is officially in charge - she makes reports of cars cleaned. She gets no extra rate of pay.

Toilets, etc.

These women use the toilet described in Series 21, also used by the colored women. The seamstress made special complaint of the place saying it was not kept clean and wanted the agent to take up the matter.

The women have a back room on the second floor of the office building(a house recently acquired) To reach it are outside steps. In the place are the women's lockers-wooden with pad locks. Two porcelain sinks are in the room, which the men use. One chair was in the room. A small oil stove was on a shelf which the seamstress sometimes uses to heat an iron for pressing some of her work. The women do not use the place to eat their lunches in as they are allowed only 20 minutes and eat ~~xxxxxxxxxxxx~~ in the car where they are working, same as men. The agent made no complaint to the Management about this room, as Mr. O'Brien, the Supt. of Car Dept. said when the agent took up the matter of the toilet with him, the Manager of Terminals, and the Supt. of the Pullman Co., "We got rid of our women because they could not open the windows". The Agent told him there were women working on woodwork, but because of his hostile attitude she did not press the "comfort" side of the test room. The room answers the needs of the women for dressing and undressing, for washing up, and keeping their clothes safely. A stove heats the place in winter.

~~One chair, straight backed, was in the room.~~

Florence E. Clark

St. Louis Series 40

Town or Shop Compton Ave. Yards Compton and Rankin **Division** **Railroad**

St. Louis, Mo. Terminal Terminal R.R.Assoc.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
3 or 5	seamstress-inside coaches	1 ✓	0	0	0	many years back

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Oct. 1918	Per Wk. Oct. 1918
1	8 A.M.	20 minutes for lunch	4 P.M.	yes 6 hrs.	8	9	54 present 54

Night Work: Rotation

Ages of Women on night work

Wages: **Jan. 1, 1918 and hours** 20¢ **Order 27** **Supplement No. ?..** 32¢ **Present** 37¢ (see memo on wages)

4 96.96 ✓

Nationality: American born

Union Membership Coach cleaners' local 6088

Names & positions of persons interviewed:

J. F. Deck, foreman
Kate Taylor, seamstress
Joseph Kirkwood, chief clerk

2

Date 8/27/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 40

Nature of Duties.

Mrs. Taylor has been seamstress for 5 years. Her work used to be heavier when the coaches had aisle carpets. Now tiling has been introduced instead of the carpets. The diners still have the carpets. She fits the bulging carpet and sews binding. She has 5 or 6 diners a day to inspect and repair. The upholstering and curtains in 20 or 30 cars a day she inspects and does the necessary repairing. She repairs both plush and leather seats and the leather banding on the curtains. She uses both straight and curved needles. In her kit she carries with her pieces of tape, bits of plush, scissors, hammer, grommet bunch. She also mends the head rest covers on the few coaches which have them. She carries with her renovating soap and alcohol for removing spots and gum. She does not make any report of the work she does.

Toilet, etc.

See Memo. 39.

Wages.

Mrs. Taylor says that she took up the question of her rate with Mr. Deck and Mr. Scheen, the general foreman sometime last Nov. She took it up again later asking for the 40¢ paid seamstresses. She never has taken up the case in writing.

The agent advised that she take up the case in writing stating her duties in detail and having her committeeman handle the case on the ground that she is doing upholsterer's work and asking for the craft rate under Sup. 4, namely 68¢. If the Management and her committee failed to arrive at a decision, specially after the Management has been told that the Pullman Co. has rerated one yard seamstress to 68¢, a joint statement of facts should be submitted to the Division of Labor. The agent also let the local foreman and the chief clerk who gave her a copy of the letter which contained a refusal of the case, (colored) know that she had suggested this course to the seamstress. She also told Mr. Chambers the business agent (colored) of the Coach cleaners local that Mrs. Taylor would ask him to handle her case. She also asked Mrs. Taylor to let the Women's Service Section know how she fared.

Florence E. Clark

Copy.

St.Louis May 21st, 1919.

012

Mr. J.J.O'Brien
Supt. Car Dept.

Dear Sir;

Your letter of May 16th, file 1960 , concerning rate of pay for Kate Taylor, seamstress, now enjoying the rate of 37¢ per hour, which Mr. Scheen considers should be advanced to 40¢ per hour, the car cleaner's rate and the rate which the Pullman people are paying seamstresses.

I do not know anything about the rate authority under which the Pullman Co. established a rate of 40¢ per hour for this class of work and the rating paid by other positions not comparative as regards the nature of the work has no bearing on the seamstress's rate.

According to my recollection this position was accorded all the advantages of Interpretation 1 to Supplement 7 to Gen order 27 and I do not know any existing rate authority under which we could further advance it, and the management has positively refused to consider any further individual increases unless we can establish the right of the position to further consideration on the ground that it has been improperly rated through misinterpretation of an existing wage order.

Yours truly,

Signed Wm Bawden.
Supt. M.P.& E.

St. Louis Series 41

Town or Shop	Division	Railroad
"Pacific Yards" Compton Ave. St. Louis, Mo.	St. Louis Terminal	Missouri Pacific R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaning inside	9	0	0	inside on day trick=35 total inside on all tricks= 62 ~~total inside and~~ outside all tricks= 120	3 or 4 years ago at least

No. on each shift	HOURS Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Oct. 1918	Per Wk. Oct. 1918
9	8 A.M.	12 to 12.30	4.30 P.M.	yes*	8	9	54 48 present

* if woman works Sundays, she gets a relief day off during the week.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours **Order 27** **Supplement No. 4** **Present**

23 1/2 ¢ forewoman	35 1/2¢ ?	no forewoman
22 1/2¢ cleaners, men and women	34 1/2¢	all 40¢

Nationality:
Ireland(1) Bohemian(1)
American born(7)

Union Membership
Brotherhood of Railway Carmen of America-woman's local(8)

Names & positions of persons interviewed:

J.J. MacCabe, foreman.
F. K. Tutt, Master Mechanic.
(J. S. Murphy, Manager - South West Region Missouri Pacific)

2

Date 8/27/19 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 41.

Nature of Duties.

Recently the forewoman has been demoted and the work rearranged. The distribution of the work as described below is the way in which it exists today. The men do the cuspidors, floors, head line, and the hoppers in the toilet rooms. Each woman has three cars to do a day. Her work is as follows- she washes the basins and the woodwork in the toilets. She dusts and wipes off with renovator and waste the wood work in the coach proper, sometimes washing off the woodwork with soap. She takes care of the woodwork from the head turning down. The men have blown out the car with the vacuum cleaner before the woman comes in, so the seats have been cleaned. She dusts off the seats with a feather duster before she leaves. The windows are cleaned each trip with whitening by women. The upper deck lights with the top lights are cleaned by the men. Men do the mending in the coaches. The women do any renovating to be done, with renovating soap and alcohol. They put on the few head rests that are put on.

Toilet, eating room, etc.

The toilet has been described in Series 29. The room is used by both the Pullman women and the women employed by the Missouri Pacific R.R. Certain toilets are assigned to the Missouri Pacific women.

The Missouri Pacific women have a separate dressing and eating room. It is not so light as the room set aside for the colored women on the Pullman Co. It has one window, which swings on a pivot at the center of the window. A long sink with 2 sets of faucets is provided-only cold water is obtainable in summer. A long table extends down the center of the narrow room with chairs on either side. The day of the inspection the table was greasy and in disorder. The inspection was made after lunch. The room has a cement floor. No lockers are provided and the women's clothes hang in disorder on nails around the room. A shelf is provided for the hats. Mr. McCabe said, "We keep the door locked". As the key is left in the door the agent did not quite see how the place "was locked". The place was not clean- the man who cleans the offices, cleans this room. The women have 1/2 hr. for lunch, and come here to eat.

Attitude toward women and the Field Agent.

There is something wrong with this yards The agent found great difficulty in making the inspection. She thought that the yards as other were under the Terminal Assocation, to whom she had reported. When she went to make the inspection she was ignorant of the fact that the Missouri Pacific was managed by itself, and was under the direction of Mr. J. E. O'Brien instead of J.J. O'Brien, supt. car dept. of the Terminal Association. She however had been inspecting in the yards around St. Louis for two weeks and on Monday had been in these yards and in the office building inspecting

She had made her presence known to J.E. O'Brien - not to J.J. O'Brien.

Mechanical Supt. Missouri Pacific Railway Exchange

Memorandum, St. Louis Series 41.

Attitude toward women and field agent.

the Pullman Co. So undoubtedly her presence was know, specially since Mrs. Whalen, the forewoman of the Pullman Yards personally introduced the field agent to Mr. McCabe, the foreman of the Miss. Pacific. The agent asked Mr. McCabe, after the office had been reached and he had told her they had had 16 women until lately, why the women had been taken off. He said they found they did not need the women, at least so many of them on the work they were doing. The agent asked him if the women had been offered work on other tricks on the basis of their seniority. He said women could not work on second trick. The agent asked him where he got that ruling-the state law did not prohibit the employment of women at night. He said that he had got the orders from the Master Mechanic and it was a question the railroad was to decide. The agent asked him if he realized that the U.S.R.R.Administration had ruled on this question, that the seniority rights of the employees were to be protected and that the various railroads could not act on their own initiative on this matter. At this point it was found out that the Missouri Pacific was not under the Terminal Assoc. Mr. MacCabe said the agent had better see the Master Mechanic and said he could give her no further information until she had seen the Master Mechanic. The agent had shown the foreman her credentials but she did not press the matter, saying that she would go down to the Main Office in the Railway Exchange and report to Mr. J. E. O'Brien.(She had thought she had seen all the necessary head men.) At noon she tried to see Mr. O'Brien but he was out to lunch. She came back later and Mr. O'Brein's office informed her that she would have to go to the General Manager's office. This she did seeing the secretary Mr. McNeay. She said that she was desirous of making an inspection and found that she was being held up at every point. She said she would like to have him telephone Mr. McCabe to give her the desired information. He started to telephone and g t the Master Mechanic on the wire. The agent had said she did not think it necessary to go to the Master Mechanic's office, which was some distance from the yards, when Mr. McN. ~~had~~ was planning to get the ~~xxxxxxxxx~~ inspection underway. Over the telephone the M.M. suggested to Mr. McN. that the Field Agent report at the shop offices and then go to the yards. Mr. McN. told the M.M. that Miss Clark had been delayed with her inspection had been sent to several ~~xxxxxxxx~~ persons already and he suggested that the M.M. meet her at the Yards. The M.M. said something to which Mr. McN replied over the phone, that ~~fo~~"the women did not like it" she had better go to the shops. Mr. McN when the agent suggested that she would like to know the proper etiquette on the Missouri Pacific as it seemed to be different from other roads, wrote her a blanket letter to all Superintendents, MasterMechanics, and Station Agents, telling them to give her the proper courtesy and that "the letter was their authority for permitting an inspection".

The agent make no further protest about wasting her time but went and reported to the Master Mechanic. The acting Master Mechanic

Attitude toward women and field agent.

met the agent in an outer room and told her to step into the M.M.'s office. There was another man in the room and he sitting down at the main desk, said "This is the Master Mechanic." The agent did not know which one of the three men was the M.M. as no one arose, or greeted her. All stared. The M.M. proved to be one of the men who was not at the desk. The agent stated her mission, and said she wanted to make an inspection at the yards. The M.M. and the acting M.M. accompanied the field agent thru the shops and thru the yards to the Yard office. As the trains were switching it required going about two blocks extra. No apologies were made because the field agent was put to any trouble, etc. On the way over the M.M. said that they would stop at the office and get Mr. McCabe and the three men would go with the Field Agent to make the inspection. The Field Agent made the remark that they were taking the inspection very seriously, so seriously that she was afraid they would frighten the women. She usually tried to make the women feel that the matter was very informal, that the Women's Service Section was friendly toward them, and it was nothing that any one should fear.

When the "delegation" reached the office, the two men accompanied the field agent into the women's dressing room and then the three went into the office. L. Louis--the assistant foreman was there and Mr. McCabe was sent for. Mr. McCabe was asked to refer to some older record which was in the desk at which the agent was sitting. With no courtesy, McCabe said, "Let me get here and I'll get the book." The agent of course moved. While the information was being gathered the agent asked if the women belonged to any organization. Mr. Tutt, M.M. said to the asst. foreman, L. Louis, "You belong to the Carmen's Union, what about it?" Louis said, "The women belong to some sort of an organization which trying to affiliate itself with us, but they have no more right in our organization than the niggers" The agent said that was not sentiment of all the men, as their constituttion provided for women's locals, furthermore the men were organizing these women's locals, and were even asking for special dispensation so that they could come into the same locals as the men. After Louis left the agent asked Mr. Tutt if the women were directly under Mr. Louis. Mr. Tutt replied that they were. (Note: In this district there is a jurisdictional fight on between a coach cleaners local 16088 with special charter from the A. F. of L. and the Carmen's Union. The Coach cleaner's local, business agent who is colored, takes in men and women, white and colored coach cleaners. Chambers, the business agent told the field agent that their organization does not take in the forewomen. All foreman who belong to organization belong to the carmen's either in the mixed local or to the women's local. Mr. D. Thompson, Deputy of the Grand Lodge, told the field agent, that he felt that the women should not be in separate locals but should be in with the men like some of the shop women. The agent feels very strongly that the women's position in this yards is greatly indangered by the fact that they have gone into the Carmen's Union, whose local member is fighting against them and not protecting them. Lipsky of the shop committee appeared before the field agent fighting for the women's

(Note: This Woman's local is the first Woman's local organized after the Carmen's Constitution was changed to permit women to organize)

women

Attitude toward and field agent.

rights in the shops. And Thompson's attitude is more enlightened. The agent knows that the Carmen have some intelligent men in this district. But Mr. L. Louis' statement about the women who have tried to protect themselves thru the Carmen s Union, his statement before the Management and and the Field Agent, should be challenged by the Women's Service Section thru the Carmen's Union in Washington. It does not seem possible that the Women's Service Section should keep silent, when a foreman is so openly hostile toward the women, claiming that his organization into which these women have gone, grant them no more rights than the niggers.)

The agent asked Mr. Tutt why the women had been laid off. He replied that they found there were too many hired for the work. The agent asked him how they had been laid off; he replied according to seniority rights and he said he knew that they were to be rehired before more persons hired. The agent feels that seniority rights of the women themselves may have been reggrded but she feels certain that the seniority rights of men and women considered together have been violated. There is a rumor about that they are going to get rid of all the women. The agent feels the the subforeman, a carmen, is conniving with the Management and not protecting the women thru the Union, She feels that his attitude expressed above indicates this. Because of the discourteous treatment along the way, she feels certain that something is being covered up.

After the field agent got all the information needed from the office, she said she would like to see the women at work. Mr. McCabe said, "Can't you come out to-morrow morning?" The agent replied that she had been out to the office twice now to get the information she wanted, and it would be impossible for her to make a third trip. Mr. Tutt told Mr. McCabe to go with the Field Agent. He also said that they would not go with them, if the agent thought best. The agent replied that for the sake of the women she thought it was best that a crowd inspect the women at work. She did not want them to feel that the Women's Service Section was out to terrify or critidize them . If Mr. McCabe went along, Mr. Tutt could find out what the agent said to the women and know what her actions were on the premises. (Note. The agent held out for this, namely that master mechanic, acting master mechanic, and foreman all should not accompany her, because she felt that they were trying to use the inspection to intimidate the women. The women had been to the Master Mechanic on several complaints about their hours, and the former forewoman. From the end of the conversation at the General Manager's office, which was something about the "women did not like it" she felt that they might use her visit to threaten the women. She of course knew the women would not feel so free to talk as if she were alone.)

Attitude toward women and Field Agent.

The M.M. and Acting M.M. left when the agent and Mr. McCabe left the office. No sooner had the agent stepped a sort distance off from M.M. than Mr. McC. said,"They ought to furnish me with a sight seer for visitor." The agent did not quite catch what he said, and made him repeat it," He said,"They ought to furnish me with some one to take people around-there are 5 people waiting for me now." The agent stopped and said,"Mr. McCabe you do not need to take me out to the cars." And she hesitated a moment wondering whether she would call back the M.M. As Mr. McC. hurried on, she let the matter drop until she was about to leave. She did not spend 15 minutes in asking the women about their work. When she left she said," Mr. McCabe I want to ask you one question before I go. Why have you thwarted my inspection at every step and have been discourteous from the moment I met you this morning. Remember it is not I your are showing disrespect to but to the U.S.R.R.Administration whom I represent." He mumbled something about not wanting to treat any lady discourteously and said he apologized for any thing he had done. The agent replied that she was not asking for apologizes for herself as an individual because she took the matter impersonally. But she did want to have an explanation as to why all this trouble had been made her. He replied that he had been ordered by the Master Mechanic not let any one go thru the yards without a permit from him. The agent replied that he had not told her that when he started to give her information in the morning. If he had told her that-namely that he was under orders, she could understand some part of the procedings. She tries do all she can to give protection to all employees. That did not explain however his later treatment. (Of course he "crawled" as much as a man of his nature could. He offered no further explanations.)

Summary. The agent has gone into her treatment at length because she feels that if they treat a U.S. Representative in that manner, they have things to cover up and that they will treat the women who are on the job still worse. The agent did not get to the bottom of the whole matter. She believes that the forewoman has n t been liked by the women, for it has come to her that she told them that their organizati n "could go to hell." Evidently the women have had case up and the carmen's union locally apparently is not kindly disposed to the women. She feels that an attempt is being made to get rid of the women gradually. Before she leaves she will see a member of the Woman's Local and give them the address of the Women's Service Section.

I

The agent feels that it would do no harm to have a letter go to the Missouri Pacific stating that they have not assisted an Administration Representative willingly, so that she could get her work done with dispatch.

II

The agent also feels that the Manager might speak informally to one of the national officers of the carmen's union, telling them what this problem is locally and how their member because of his hostility toward women, is not protecting them thru the organizati n and consequently they are not getting the benefit of their wage orders, in regard to seniority rights.

Florence E. Clark

Memorandum, St. Louis Series 41.

8/29/19 The agent made a trip to the 18th St. Yards and while there talked to Mrs. J. B. Daniels, a member of the first woman's local organized after the Brotherhood of Railway Carmen of America revised their charter, the local to which the women at Pacific Yards belong. Mrs. Daniels said that the women organized a year ago this August on the advice of the men carmen who said that they would protect them. The Men's local is called Compton Hill No. 10. The women want to join with the Carmen's lodge with a mix local like the local at the shops. They want to do this so that they would get the protection of the men. They have had a number of grievances up and have got no results. The men refuse to take them in. One night in July Local Mountain Lodge No. 19 of the Carmen's UNion invited the women to a business meeting at which the women in a body asked for affiliation with that local. The Mountain Local No. 19 promised the women to take them and assist them in fighting for their rights. When the matter came to the attention of Compton Hill No. 10(of which L. Louis is a member) the lodge said that the first woman's local came under their jurisdiction. Yet they are refusing them entrance into the organization and the protection, of their committee.

The agent has stated what her suspicions are about L. Louis. Mrs. Daniels confirmed her suspicions. She says that a man connected with the Carmen's Union(she thinks he is an organizer)by the name of John Martin said that the case of L. Louis ought to be taken up with the Mr. Ryan of the Central organization in Washington and be suspended on the basis that he is discriminating against the women of his own organization. This is sometime ago and Mrs. Daniels says she has not heard anything about the case. It is well known about the yards that the men don't want the women in and are refusing the women recognition, although they urged them to organize. Of course some of the men are in sympathy with the women. L. Louis seems to be the leader of the opposition.

Comment of agent. After this revelation the agent feels more strongly than ever that the Women's Service Section would not be acting honestly for the women on the railroad unless it made some protest. First the agent feels that Mr. Carter should be informed of the case so that he would realize that the women can not always protect themselves even though they use the tool provided by the Administration because of the prejudice of men, they are discriminated against by the organization which the Administration is recognizing. The agent feels also that the headquarters of the Carmen's Union should know what one local is trying to do, deny rights to one group, and claim jurisdiction over the group, while another local of their organization will give the group rights in their local and protection but can not do so because of the claims of jurisdiction of the first. Some men locally are rebellious as the statement concerning John Martin plainly indicates. The agent feels that the national officers should know of the existence of the case. She has found Mr. Nolte most open minded concerning women, and she feels that some men will protest.

Florence E. Clark

St. Louis Series 42

Town or Shop	Division	Railroad
Laundry-Amer. Steam 21st and Morgan St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	forewoman over work at laundry	1 ✓	0	0	0	7 yrs. or more

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Oct. 1918 Sept.	Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	0	8	9	54 Present 44 one week 48 next "

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours $62.50

Order 27

Supplement No. 7. Present $93.60 (differential kept over workers)

Miss Spies is now asking that her rate be rerated on basis of that paid other forewomen in yards, whose rates have been changed to $110 ✓ and $115. Mr. Burr, Supt. says that he has made the recommendation that her rate be changed to $110 and he thinks it will be.

Nationality: American born

Union Membership: 0

Names & positions of persons interviewed:

L. M. Spies, forewoman

2

Date 8/28/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

St. Louis Series 43

Town or Shop	Division	Railroad
Laundry-Amer. Steam 21st and Morgan St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	linen inspector	1	0	0	0	at least 7 yrs.

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Oct. 1918 Sept	Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	0	8	9	54

present week 44
next " 48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours $57.50 | Order 27 | Supplement No. 7... $87.50 | Present $87.50

Nationality: American born

Union Membership: No

Names & positions of persons interviewed:

Mrs. M. A. Connors, inspector
L. M. Spies, forewoman

2

Date 8/28/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Laundry-Amer. Steam.
21st and Morgan

St. Louis Series 44

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	soil linen counters	5 ✓	0	0	0	at least 7 years

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Wk. Oct. 1918 Max.	Per Wk. Oct. 1918 Sept.	Per Wk. Oct. 1918 Present
5	8 A.M.	12 to 12.30	4.30 P.M.	0	8	9		54

one of the five women is called an extra-she works on Monday, Tuesday and Saturday and any other day that any of the other women are off.

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours $57.50 | Order 27 | Supplement No. 7.. $87.50 | Present $87.50 ✓

Nationality: American born

Union Membership: B. of R.C. (2)

Names & positions of persons interviewed:
L. M. Spies, forewoman

Date 8/28/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Laundry-Amer. Steam
21st and Morgan

St. Louis Series 45

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8	clean linen counter	1 ✓	0	0	0	7 years at least

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Oct. 1918 Sept.	Per Wk. Oct. 1918
1	8 A.M.	12 to 12.30	4.30 P.M.	0	8	9	54
							Present 48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours $57.50 | Order 27 | Supplement No. 7 $87.50 | Present $87.50 ✓

Nationality: American-born

Union Membership: 0

Names & positions of persons interviewed:
L. M. Spies, forewoman

Date 8/28/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 42 to 44 inc.

Nature of Duties.

These eight women are hired by the Pullman Co. to look after the Pullman laundry work-they are located in the Laundry.

The soiled linen is picked up by the laundry from the cars-it is in huge bags just as it was taken from the cars. It is brought into the building by the laundry driver who places the bags from each yards in the proper bin set aside for each of the five yards. When the women count the linen they usually work near the bin so that the bags do not have to be dragged any distance. Sometimes several of the counters have to be put on the counting of linen from one yard. Then the bags have to be dragged some distance away to keep the counting separate.

Soiled linen counters. With each of the Pullman counters there is a counter in the employ of the laundry. One of the women calls "one" as she throws a piece of linen on the pile, the other calls "two" as she throws her piece. Thus there is a check by the Pullman on the laundry count and vice versa. After all pieces of a certain kind in a certain bag from a certain yards are counted, each counter makes a record. The Pullman counter records her count in a large book with her initials, showing the number of pieces of each kind counted. The soiled linen is then pushed down the shoot into the laundry room below. The counter do counting all day unless the work is light-then which is only rarely, they remark the linen with ink and the stencil. It is interesting and sad to relate that the laundry pays its counter only $15 a week a three dollar raise when the Administration set the $87.50. She does exactly the same work as the Pullman counter.

The laundry does the washing and ironing of the linen. The forewoman watches to see that the work is done properly. If the work is not clean, if enough soap is not used she calls attention to the laundry to the fact. About 47000 pieces a day are handled by and for the Pullman Co. at this place. he sets the standard of work which the Pullman Co. requires. The laundry folds the linen. The girls who fold the linen separate the torn pieces from the good. The good pieces are folded and bound and sent to the clean linencounter who works ~~together~~ with the inspector in the mangle room.

The clean linen counter counts the number of articles in each bundle and records the number which are packed in the large linen pouches. A colored shipper employed by the laundry packs the linen in the pouches after the count has been made.

The linen inspector does a more difficult class of work than the counters. She takes the forewoman's place when she is away and on Saturday afternoons. The regular work of the inspector is to sort out the linen which can be repaired from that which has to be condemned. The linen which can be repaired is sent over to the mending rooms at 21st St. Mr. Burr has to OK the work she condemns.

Memorandum, St. Louis Series 42 to 44 inc.

Forewoman. The forewoman has a small office in the room adjacent to the mangle room where the counters of soiled linen work. She supervises the work of all the women. From their reports in the book about linen counted, she adds up the totals and makes the weekly reports to the office. She makes up reports of all linen coming in and going out. She handled the request for linen from the yards and is responsible for their getting the correct supply. She makes out the pay roll and signs the roll. She supervises the work the laundry turns out for the Pullman Co. She is in charge of the place in the interest of the Pullman Co. Of course she does nothing in regard to the actual laundrying of the linen. She works in both the mangle room and the room where the counters work. The bad part of her job is that she thus works in two different atmospheres-she says she minded it at first but now she is use to it. She wear flannels and when she comes into the counting room and her office she puts on a sweater.

The women do not wear gloves in counting the linen. Miss Spies says that the women have never had any contagious disease or infections from handling the linen.

The mangle room has exhaust fans-there was not a great deal of excessive moisture the day of the inspection where the two Pullman worked. The temperature in the summer is about 75°; in winter conditions are worst because of the great amount of steam not absorbed by the atmosphere.

G Toilets, etc.

The accomodations for the Pullman Co. are those provided for the rest of the laundry employees. In the locker room on the second floor each of the Pullman employees has a locker, with a key. Not all of the laundry employees have keys to their lockers. Miss Spies says that they make it a point to provide the Pullman employees with keys because if anything were stolen the laundry would have to make it right. The steel lockers are full length. The employee deposits a quarter in the office for the key-if he leaves the money is refunded. Near the locker room is an emergency room with two iron beds, with bedding a wash stand, and a medicine cabinet. The medicine cabinet is empty save for a roll of cotton. Off from the work on the second floor are two dining rooms with long tables and chairs, one for the colored help, one for the white. The laundry furnishes hot coffee for its employees at noon and also to the Pullman employees. On the first and second floor, ~~both~~ are toilets for white and colored, upstairs 2 for the white and 1 for the colored, downstairs 3 for the white and 3 for the colored. The toilets have modern fixtures. They were not specially clean when inspected, far better however than most of the toilets provided for the yard women on the railroad.

Florence E. Clark

Memorandum, St. Louis Series 42 to 44 inc.

Wages.

The counters have been classed as checkers in the clerks order and they do in many respects resemble the checkers on the platform. The inspector is also classified here but in many ways her work is more skillful because it requires a knowledge of how the article can be mended.

The forewoman from all indications will have her rate changed to $110 a month- like that of the subforewomen if not the $115 of the forewomen.(She attends the monthly meeting of yard foremen and women and storekeepers which is some recognition of her rank.) Mr. Burr said in commenting on her rate, "I appreciate her value if the rest do not in Chicago. She is responsible for millions of pieces of linen a year. By her accuracy and dependability she saves much money for the Pullman Co." He thought her rate would be changed. The agent instructed the forewoman how to make a "joint statement of facts" with the Management and submit it to the Division of Labor, if the rate were not changed.

F.E.Clark

St. Louis Series 46

Town or Shop	Division	Railroad
21st below viaduct in old Pullman shops St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
80 20	forewomen over mending room	1	0	0	0	mending room opened April 1919-work formerly done at shops-where women were employed on this work

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Per Wk. Oct. 1918	Total Hours Per Wk. Oct. 1918
1	7.30 A.M.	12 to 12.30	5 P.M.	0	9	April 8	April 48 present 54

women have been working 9 hours for last two months because of amount of work resulting from summer travel & Expect to go on 8 hour schedule Oct. 1919

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours (Shop women used to get 22¢-they have now been rerated at 68¢)

Order 27	Supplement No. ?	Present
Work started here April 1919	45¢	45¢

105.30

get straight time for 9th hour.

Nationality: American born

Union Membership: 0

Names & positions of persons interviewed:

Nellie Hyde, forewoman

2

Date 8/28/19 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

21st St. below the vaiduct
in old Pullman Shops

St. Louis Series 47

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
20	power machine seamstresses in mending room	7	0	0	0	shops opened April 1919 - women used out at shops before on this work

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Oct. 1918	Per Wk. Oct. 1918
						April 1919	April 1919
7	7.30 A.M.	12 to 12.30	5 P.M.	0	9	8	48
	for two months the women have been working 9 hours and expect to do so until Oct. 1919 when the summer travel will be over						present 54

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours | **Order 27** | **Supplement No. ?..** | **Present**

work done at shop women were paid 22¢ under Sup. 4 have been rated at 68¢

40¢ | 40¢

$93.60

get straight time for the 9th hour.

Nationality:

American born

Union Membership

0

Names & positions of persons interviewed:
Nellie Hyde, forewoman.

2

8/28/19
Date

Florence E. Clark
Agent

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Memorandum, St. Louis Series 46 and 47.

Nature of Duties.

This mending room was opened up April 1919. The work was formerly done at the shops by the women who also worked at making carpets, curtains, etc. In the early spring it was rumored that the women were to be moved down to a mending room which was to be opened and their pay reduced to 37¢. When the women heard this they asked to join the Carmen's local. The carmen got a special dispensation from the Grand Lodge to take the women in . The committee took up the case and got the women rated on the carmen's scale most at 68¢. By this time the sewing room had opened with new people hired and the extra women at the shops were discharged or furloughed, instead of being transferred with their work. The Committee has asked for the transfer of the shop women to their work and have joined with the Management on a "Joint Statment of Facts" (see special discussion on seamstresses and the committee's grievance) Four women were hired at first - 3 came later in May

The mending room was opened up and and the women hired at 40¢ and hour, with the forewoman at 45¢ per hr.

Forewoman. The inspector at the laundry (series 43) sorts out the mendable linen and it is sent over to this work room in huge laundry bags. The forewoman with the help of a porter furnished by the Pullman Co. opens up the bags when needed and places the material to be mended in cupboards reaching to the ceiling. She has a two-step ladder to reach the upper shelves. She goes over all the linen as it comes in (mending of blankets is done by the laundry) A record is kept of all incoming and outgoing pieces of linen-11,000 pieces were mended last month. The forewoman goes over every piece of linen, porters coats, head rests, towels, pillow covers, pillow slips, sheets, car bags, tidies, table napkins, buffet and dining clothes. She marks with a pencil what the operator on the power machine should do, put on new facing, darn, patch, make new sleeve bands, etc. If a patch is to be put on the forewoman usually pins on the patch. She sometimes rips out a sleeve to a coat and puts in a sleeve from another coat. She makes new pillow slips from torn sheets and sometimes makes over sheets by taking out a piece and putting in a part from another sheet. Most of the work is darning. Standard linen when repaired is used on tourist cars, and tourist linen when repaired is used on troop cars. After the women do the necessary sewing the forewoman goes over the work to see if it is done right. The work is put into bags again and sent back to the laundry to be laundered. The agent was much impressed at the very economical way in which the linen was saved. She had no idea that such worn pieces would be patched.

Power machine operators The women sew at their machines all day. They darn using a knee throw to change the regular stitch into a darning stitch. Two new machines have recently been put in. One of the women works only on bags. She puts in when necessary the grommet holes with the punch. She threads in new strings. The women clean and oil their machines on Saturday. Any minor repairs the forewoman makes.

Memorandum, Series 46 and 47.

The forewoman formerly worked in a hotel where she got $45 a month with meals. She said she learned to save material when she mended for the hotels. Some of the operators formerly worked for manufacturing plants on power machines. One of the women said that an experienced operator in St. Louis gets $18 to $20 a week for 44 hours.

Toilet room, etc.

Partitioned off from one end of the room is the toilet room with one toilet, and two wash basins, up to date fixtures. There are 6 wooden lockers; one of the women shares the forewoman's locker in the work room. There is a long narrow space under the ~~women~~ wh The forewoman has asked the storekeeper to whom she reports, for a long bench. She said that if any of the women got sick, she could fix up a place with the sheets that are in the work room. The women eat in the work room.

The light is not good on all the machines. There are two windows in the brick wall-some of the machines get the light from the left, some from the right, some not much light at all. Mrs. Hyde said that drop lights had been ordered for the women-they would need them in the winter months.

The "shop committee" of women who called on the agent at the hotel with one of the former shop seamstresses, called the agent's attention to the filling of batteries in the building below. They reported that the fumes came up into the windows. When the wind was from the right direction the windows had to be put down. End windows the agent found could give ventilation. The women when asked said that the fumes came in perhaps one a week and they were not bad. The agent called on the foreman of the battery shop. She found that the fumes were caused by the sulphuric acid, about a 40% solution, 12.25 specific gravity. The foreman said that the fumes did not injure one at a distance. The men wore protective covering becuuse the acid ate the clothing- they were provided with respirators but they did not use them. The men are examined monthly under the industrial compensation act. He did not think there was any danger to the men if they kept their body in good condition. A workman Rawlins with whom the agent talked said that two men in the shop had lost about 50 pounds each since they had started to work less than a year ago. He thought it affected him. He said he could not eat.

The agent does not believe that the women could be affected at ~~xxx~~ so great a distance and by the infrequent fumes.

~~Memorandum, Series~~ 46 and 47.

Wages.

The agent took up the rating of these women with Mr. A. V. Burr to find out what his argument was for not giving these women the 68¢ rate paid the shop women. He said that they based their reasoning ~~xxxxxxxxxxxxxxxxxxxxxxxxxx~~ on the fact that women in the shops handled material handled by the upholsterers, curtains, carpets, awnings, ticking, etc. The upholsterers rate was mentioned in the wage orders, Sup. 4. These women mended linen, they did not make new articles, and furthermore they work on nothing but linen. They are not mentioned in the Wage Order. He said the work is "lighter work" than car cleaning.

The carmen's committee said that as soon as the women who had been let out at the shops when the work was transferred down to the new mending shops were given a chance to work at the place where their work had gone, they would go down and organize these women and ask for the craft rate for them. They did not want to organize them before the other case was settled because when they won out and the transfer was made some of the women at the mending shop would be furloughed as they are younger in service. (See special discussion on seamstress work and the grievance of the shop committee.)

Florence E. Clark

Mr. Burr also said that he thought the 40¢ rate was well expended on the mending - It would not pay to expend 68¢ on linen used only - Sewing & Shop Cars -

ADJUSTMENT RE No._____

Violation of Seniority rights of
~~women seamstress, presented on~~ June 6th
to the Division of Labor In a"Joint Statement of Facts"

City and State	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

1. Office, Shop or Platform
Pullman Shops.

2. Official in Charge
Mr. "iss, Supt.

3. Employee Involved
Anna Springmeyer, carpet seamstress--2830 Lemp Ave.
Lizzie Fletcher, seamstress on binding Della McLaughlin linen repairer.

4. Address-street number if necessary

5. Source: Committee from Brotherhood of Railway Carmen of America.

6. Statement of Case:
See attached Memo. for full discussion. Work of repairing linen was removed from shops to linen mending room. Three youngest women although not working on linen dropped from the service, instead of being trasnferred with the work. Joint Statements of facts have been in hands of Division of Labor since June. Committee anxious to get the case settled so that they can organize the rest of the seamstresses and get their rates adjusted.

7. Action by Agent:
Agent is reporting case to the Manager of the Women's Service Section, hoping that with a fuller statements of the facts, the case may be decided in favor of the women at a near date. Not only does the Field agent feel that these women are getting unfair treatment thru the delay but the other group of seamstresses are not getting a fair deal. The Committee has promised to organize the women and take up their case according to the proper procedure. The Field Agent has found it so difficult for the men to handle the cases of the women, that she feels that every effort should be used to get the committee's case decided on so that they (women) can take up the wage case of the other women. This is the fairest minded shop committee that the Field Agent has found-she feels that Women's Service Section should find out how the case stands to date as long as they appealed to it. (Contrast this committee with that at Pacific Yards-series 41.

8. If unadjusted, name of next higher official with address:
W. S. Carter, Head of the Division of Labor.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Interview 8/21/19

12. Name of Agent. Florence Al

USRA-WS No.3

St. Louis, Mo.

4/7 — 1919.

To whom this may concern I Mrs. Anna Springmyer hereby certify that I have been employed at Pullman Car Line since July 6th 1913. Started to car clean for Mrs. S. Murphy 21st and Randolph for six months. Then I went to sort and count linen for Pullman Co. at the American Laundry and linen room. Then went to Atlantic St. linen room counting and stocking linen for Pullman Cars ready to go out in service did that for 3 months. Then was put assistant Forelady too over-see the cleaning of cars before going out in service did that for five months when they reduced car service and I was put to seamstress work at Atlantic St. Yds. working for Mr. Boler. Repairing carpets, Birth curtains, Plush, and would renovate upholstery work when necessary was doing that work 2½ years up untill March 4th 1917 I came to Pullman Car shops employed

as seamstress. Sewing on power machine binding carpet, repair linen bags, and pillow covers and sew carpet by hand, cut buffing wheels, repair hammocks renovate and sew on Birth curtains which I am doing now work in General as I would call it this is my experience in the line of Pullman car work. I had 12 years experience on power machine before I came to Pullman Co. operating the Union Special, Rex-All, and Singer sewing machine.

Mrs Anna Springmeyer
2830 Lemp Ave.

P.S.) The reason I have on here 12 years experience on Power machine is because Mr. Shramm asked me that the day before I wrote this statement for him. I run power machine on embroidery dresses and also making shirts.

SEP 9 1919

UNITED STATES RAILROAD ADMINISTRATION
DIRECTOR GENERAL OF RAILROADS
WASHINGTON

DIVISION OF LABOR
W. S. CARTER, DIRECTOR

WOMEN'S SERVICE SECTION
PAULINE GOLDMARK, MANAGER
FIELD AGENTS { EDITH R. HALL, HELEN ROSS, FLORENCE E. CLARK
STATISTICIAN—HELEN M. HILL

August 30th, 1919

Dear Miss Goldmark:

Under separate cover I am mailing all inspection records made in St. Louis. I am enclosing with this letter a special request made by a shop committee of the Brotherhood of Railway Carmen, my weekly report, and a summary of points brought to my attention in conversations with members of the Brotherhoods.

There are a number of interesting things in the inspection reports. I am calling your attention specially to the forewoman and subforewomen in the yards, to the seamstress situation, to the laundry women. Series 41 indicates a very grave situation for a group of women and discusses the discourteous treatment accorded the Agent in the same place. The enclosed request from the Carmen's Union seems to me to be of great importance.

As I have been making the Pullman inspections it has occurred to me that the statistics for the Pullman Co. are not obtained quarterly. As they employ so many women, it seems to be that it would be of great value to us to have them. Their attitude toward the Administration is quite different than it was at first. They now consider themselves a part of the Administration, and do not seem at all resentful of inspection.

I did not telegraph you as I said I would in my letter to Miss Hill of August 23rd. I understand she has forwarded my letter to you requesting instructions as to future work. I feel that I have done all the necessary inspection in the yard work at St. Louis and will now go on to Topeka Kansas, where I will start a study in the General offices of the methods used in training women. As I have received no revised Questionnaire I shall use the old one until I hear from you. In the absence of instruction from you I am using my best judgement in the matter and hope it will meet with your approval.

Your truly,

Florence E. Clark
Field Agent.

Topeka, Kansas Address - Chesterfield Hotel.

(over)

Mr. Burr of the Pullman Co - says his brother has under his charge of a ~~mending room of seamstress~~ similar to the one in St. Louis. It's in connection with the Pennsylvania Co, on Long Island.

E.C.

Town or Shop
St. Louis, Mo.
Glass : Occupation :
: :
: :
:

Complaint # ?

Facts obtained from Mrs. Anna Springmeyer.

Agent did not visit shops.

Town or Shop	Division	Railroad
St. Louis, Mo.	Terminal	Pullman Co.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
3	seamstress in car shops	13*	0	0	2	always

3 others have been furloughed in last few weeks: three others were dropped in April 1919

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Total Hours Oct. 1918	Total Hours Per Wk. Oct. 1918
13	7.30 A.M.	12 to 12.45	4.15 P.M.	0	8	9	54 present 48

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1, 1918 and hours — Order 27 — Supplement No. 4 — Present

22¢

3 at 62¢
10 " 68¢

when Sup. 4 came out the women were rated 34¢. In Feb. 1919 when the women joined the Brotherhood of Railway Carmen of America and after the committee went into the see the Management the first time 45¢. In March the pay was adjusted as above. The three women who were "dropped" were getting 68¢, 62¢ and 50¢.

Nationality: American born

Union Membership: Brotherhood of Railway Carmen of America (all)

Names & positions of persons interviewed:

Anna Springmeyer, seamstress who was dropped.

2

Date: Information given 8/21/19

Agent: Florence E. Clark

Memorandum on women seamstresses at the Shop.

Nature of Duties.

1. A man cuts the carpet. The women make the carpets by hand. They sew up the seams and put the binding on by hand. Sometimes the binding is sewed on by machine.

2. A woman cuts the berth curtains. Women sew them up on power machines. They sew on the buttons, loops, hooks, etc. They not only make new curtains but repair the old ones.
3. They repair by hand the old hammocks.
4. They make and repair pillow tickings and pillow covers.
5. They cut and make new mattress covers and repair old ones.
6. Window shades are cut by man. The women sew them up on their power machines. They also make the vestibule curtains. The rods are inserted by a man.
7. A man cuts the awnings-the women sew them.
8. They darn blankets on the machine.

Work which has been transferred which used to be done at the shops is as follows. ~~They~~ Repairing pillow slips, sheets, head rests, towels, porters' jackets, etc. This is the work that is now done at 21st St. (see series 46 and 47)

Florence E. Clark

Copy to Field Agent

June 6th, 1919.

Hon. W. S. Carter,
Director, Division of Labor,
United States Railroad Adm.,
Washington, D.C.

Dear Sir:-

The following joint statement [illegible] the Pullman Car Lines is respectfully submitted for decision:

Question.

In what manner are the seniority rules to be applied in a case where the repairing of sleeping car linen, consisting of sheets, pillow slips, hand towels and porters' coats, was discontinued in the St. Louis repair shops on account of the opening of a linen repair room in the 21st St. Yards in St. Louis under the jurisdiction of the Operating Department of the Pullman Car Lines?

Employes' Contention.

Prior to May 1st, 1919 the St. Louis repair Shops repaired all of the linen for the St. Louis District. On May 1st, 1919 the repair shops transferred this work to the Operating Department, leaving three of our seamstresses out of employment. On or about February 1st, 1919 their foreman, Mr. Christianson, informed them they would be transferred to the Operating Department with a reduction in pay and longer hours work. On May 1st when this work was transferred these seamstresses were released from employment. We spoke to Mr. Wiss regarding same, telling him that we wanted these seamstresses transferred with the work. Mr. Wiss informed us it was out of his jurisdiction as he had no power to transfer these seamstresses. In view of the fact that these seamstresses never refused to be transferred, we contend that they should hold their seniority right, as both places are under the same company, and should be transferred with this work with pay for all time lost since May 1st, 1919.

Statement on behalf of Pullman Car Lines.

These three seamstresses were employed at the St. Louis repair Shops on composite work, which entitled them to rating in the graduated scale, which builds up to 68¢ per hour after four years' experience, and under this scale one

of them received 50, another 62, and the 3rd 68¢ per hour. Their work included the repairing of linen, sewing of carpets, repairing berth curtains, mattresses, and aisle strips, and they were continued in service at said shops on such work up to and including April 30th, 1919.

The new linen repair room of the St. Louis District is located in the 21st St. Yards in St. Louis, some six miles from the repair shops and was opened on April 1st, 1919, and eight women were then employed to work in this repair room exclusively on linen sheets, pillow slips, hand towels and porters' coats, and not to do any form of upholstery work. Seven of these women are rated at 40¢ per hour and one, the leader, at 45¢ per hour. The three seamstresses at the repair shops were not available for this service on April 1st, 1919, and were, in fact, earning a higher rate in the repair shops.

Supplement 7, Article 12, Paragraph (b) states, "Seniority will be restricted to each classified department of the general and other offices and of each superintendent's or master mechanic's division".

In this case the repair shops come under the jurisdiction of the master mechanic while the linen repair room in the railroad yards at 21st St. is under the jurisdiction of the superintendent, so that we feel that in accordance with the paragraph quoted seniority should be restricted to each of those classified departments, and that there was, therefore, no violation of seniority.

The foregoing is, therefore, respectfully submitted for decision.

Yours truly,

Committee.

Clarence E Johnson
Edwin J Carlledge
Harry Lipsky

Federal Manager.

J. F. Simmons
6/6/19

200

INSPECTION SHEETS
1920

Hall

PULLMAN COMPANY (Term. Station)

R.R.No.	Occupation	Place	Address	No.
1	Car Cleaners	Terminal Station	Washington, D. C.	11
2	Car Cleaners	Car Yards, 4th & T Sts.	Washington, D. C.	113

ADJUSTMENT RE

No. 1

Car Cleaners - Toilet Facilities

City and State	Division	Railroad
Washington, D.C.	Washington Terminal	Pullman Co. (Term. Co.)

1. Office, Shop or Platform
Terminal Station

2. Official in Charge
B.C.Donnelly,Yard Foreman

3. Employee Involved
11 Car Cleaners (colored)

4. Address-street number if necessary

5. Source:
Inspection of Agent

6. Statement of Case:
8 colored cleaners on the day shift and 3 on the night, work on cars drawn up at the platforms at the terminal station. These women have no locker room and depend on the public toilet facilities of the station. Could not thse women share the facilities provided for the cleaners employed by the Railroad Company?

7. Action by Agent: Report to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. J. T. Ransom,Asst. General Manager,Pullman Lines.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Jan. 12. 1920
USRA-WS No.3

12. Name of Agent. E.R.Hall

Town or Shop	Division	Railroad
Terminal Station Washington, D.C.		Pullman Company

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car Cleaners	11	0	11	5	Colored women taken on during war.

HOURS

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918	
8	7 A.M.	12 - 12.30	3.30 P.M.	7th. day off	8	8	48	48
3	3.30	8 - 8.30 *	11.30 P.M.					

* Under new agreement 20 minutes with pay is allowed. This is stretched to 30 minutes as it is impossible for the women to get to their rest room and back in less time.

Night Work Rotation

Age of Women on night work From 30 to 40

Wages: Jan.1. 1918 and hours	Order 27	Supplement No.	Present
		39¢	45¢ *

* Begun in November with back pay to May 1.

Nationality:

Negro

Union Membership

"Car Cleaners'Union" (Annie Silas, interviewed, thinks nearly all belong - not certain as to name)

Names & positions of persons interviewed:

Mr. J. T. Ransom, Asst. Gen. Mgr. Pullman Lines
Mr. B. C. Donnelly, Yard Foreman, 4th. & T St.
Phil Campbell, colored foreman, station gang.
~~Annie Silas, Cleaner (Headliner)~~

Date January 12. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Washington Terminal Co.
Pullman Co. - Car Cleaners.

Jan. 12. Preliminary to making inspections of Pullman car cleaners the Agent called upon Mr. J. T. Ransom, Asst. Gen. Mgr. of the Pullman Co., and also reported to Mr. J. L. Wilkes, Supt. of the Terminal Station. Mr. Wilkes was not in and the Agent stated to the Chief Clerk the object of her visit.

Cleaners were inspected at the Station and in the main yards at 4th. and T Streets. (See # 1,2,3.)

1.

Terminal Station.

Eight women work here on the day shift and three on the night, both groups under men foremen.

The women do only inside work, which consists of sweeping, dusting, wiping down woodwork, washing inside of windows (both sets), brushing off ventilators and wiping headlinings and cleaning toilets. At present a man is assigned to polishing the metal work in the toilet rooms.

The work on the ventilators and headlining is done from a short ladder, which is carried from car to car by one of the men and moved within the car by the woman herself.

Only such cars are cleaned at the station as are needed again for quick service (now 3 to 5 a day - sometimes more in emergency), and the work is somewhat modified for this emergency. The reason given, for instance, for putting a man on the metals here is that, although a woman as a rule is better for this work, a man is quicker and more serviceable in an emergency. The windows and headlining, also, are hurriedly done, being only wiped off instead of washed.

2.

A room for the Railroad Company's cleaners was pointed out at the side of the platform. No provision whatever is made for the few colored women working at the station. In the Platform Men's office, on the concourse, part of a large locker is reserved for the women's use and they can have special articles locked up here. The mechanic in charge of the room keeps the key and the gang foreman, Phil Campbell, also has one. They have no private individual accommodation.

The women do not change their clothes and carry their hats and coats and luncheon with them. They are supposed to use the public toilet in the station. This statement was made by Mr. Ransom, Mr. Donnelly, Yard Foreman, and by one of the women, but the matron of the toilet room and the colored maid in charge do not think they ever come there. They say they do not know

any of them by sight and think that if they come there it must be dressed up so they pass for travelers. The matron doesn't think the station master would stand for their coming in their working clothes. (The Agent feels that this may not be a true statement - that the women do go there and that the matron wished to protect them,thinking that the Agent was finding fault. This same matron on another inspection was very chary of information about herself.)

Ample accommodations are provided in the yard (see # 2), where many women are employed. The colored women at the station replaced men during the war. It is the intention of Mr. Donnelly to reduce the number to as few as possible at the station,moving them down into the yard. More than usual have been used at the station during the coal shortage,when more of the cars were run out directly from the station without being brought down to the yard.

Town or Shop	Division	Railroad
Car Yards, 4th. & T Sts. Washington, D.C.		Pullman Company (Term. Station)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners	113	0	about 50%	104	White women always - Colored taken on during war.

HOURS

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918	
94	8 A.M.	12 - 12.30	4.30 P.M.	7th. day off.	8	8	48	48
19	4.30 P.M.	9 - 9.30*	12.30 P.M.					

* Under new agreement 20 minutes off is given with pay. This is allowed to run up to 30 minutes, as it is impossible for the women to get to their rest room and back in less. Thos on first trick have 1/2 hour off without pay.

Night Work Rotation

Age of Women on night work: Most of the women are 30 or more. All are considerably over 21.

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No.	Present
		39¢	45¢ *

* This rate was begun in November with back pay to May 1.

Nationality:	Union Membership
Negro (about 50%)	
American (nearly all)	?
German (2)	

Names & positions of persons interviewed: Mr. B. C. Donnelly, Yard Foreman, 4th. & T Sts.
Several white and colored cleaners

Date January 12. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

#3

Town or Shop	Division	Railroad
Car Yards, 4th. & T Sts. Washington, D.C.		Pullman Co. (Term. Station)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
20	Forewomen of Car Cleaners	5	0	0	0	Many years - Number increas- as force of women enlarged.

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
4	8 A.M.	12 - 12.30	4.30 P.M.	7th. day off.	8 (7-1/2)	8	48 48
1	4.30 P.M.	9 - 9.30*	12.30 A.M.				

* This is the time off allowed to the hourly paid cleaners (see #1 & 2) - same is taken by forewomen)

Night Work Rotation

Age of Women on night work about 40

Wages: Jan. 1. 1918 and hours | Order 27 | Supplement No. | Present

$110

Nationality: American

Union Membership ?

Names & positions of persons interviewed: Mr. B. C. Donnelly, Yard Foreman. Mrs. May Williams, Forewoman

Date January 12. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Washington Terminal Company
Pullman Co. - Car Cleaners

4th. & T st. Yards.

1.

Over a hundred women are employed at this point, of which about 50% are colored. They work in five groups under white forewomen, who have certain cars assigned to them.

The yard track space is conveniently spread around the central building and concrete walks run between the tracks.

The women do practically all the inside work, though a few men are engaged about the cars, doing vacuum cleaning, &c., and can be called upon when needed to lift windows or move trestles. Several women spoke with satisfaction of the way they were treated and the way their work was arranged.

2.

Separate toilet facilities are provided for the white and the colored workers. An especially attractive locker room for the whites

Whites

is fitted up on the second floor of the central building. There are about 35 good steel lockers. A long table covered with enamel cloth runs down the middle of the room, with benches and two or three chairs (no couch). A small melodeon has been placed there by a local missionary society (Y.W.C.A ?), which is used for a short service during Sunday noon hour. (Mr. Donnelly says that even though a day of rest is given to those working Sunday, they always try to lighten up the Sunday work as much as possible and to make it different from the routine days.)

A good feature of this room is its ample window space, which is screened in summer. The windows are at present provided with shades of a nice green color and in good condition.

The room is cleaned by different women in turn, assigned by the forewomen. The room was spotless at the time of the Agent's visit just after lunch time.

These Pullman women use the toilet and washroom provided for the Railroad Company's women. To reach this they must pass through the Railroad women's locker room (similar to the one described above), but the matron in charge, with whom the Agent talked, saidthat this caused no trouble, as the Railroad women change shifts at 3.30 and the Pullman women not until 4.30

This room has 4 toilet compartments with marble partitions and good white enamel fixtures. Three tubs across the end are used for rinsing out their window cloths. There are 16 white enamel wash bowls with hot

and cold running water. The floor is of good concrete material and every thing in shipshape condition.

Colored. Two converted Pullman cars placed just outside the building serve as rest and lunch room for the colored women. One of these has the seats left in and is used for a rest room. The women hang their hats and coats along the side of the car. The other car is furnished with a long table and benches. These two cars are in charge of one of the cleaners.

The four toilets and washing facilities of these cars are used, but no sewer connection has been made. Cans are hung under the hoppers and are in charge of the man who cleans the offices and nearby tracks. These are emptied "when necessary" - Mr. Donnelly says once, twice or even three times a day. The cans are carried and emptied into a nearby sewer connection at the edge of the tracks. *

Records within the car showed that they had been fumigated and vermin treated at regular frequent intervals. They were in perfect order and scrupulously clean at the time of the Agent's visit.

White women have been used by the Pullman Co. for a long time. The colored women were taken on in large numbers to replace men during the war, and are being kept.

Mr. Donnelly, the foreman, impressed the Agent as knowing his business and as a man likely to be successful in his management of the workers. He considers that a woman "works all round a man" for inside work, but that they take a longer time at a given job, and are not as profitable for emergency work or for work that can be slighted. As between white and colored he made no definite comparison, though he said their most skilful workers at present are some of the white women, who have been longer in the service and know the system.

Edith R. Hall

Complaint #81

201

INSPECTION SHEETS

Philadelphia Terminal — Pullman Co. - P. R. R.

R.R. No.	Series No.	Occupation		Address	No.
1	Compl.81	Car Cleaners	Car Yards	29th & Market Sts.	45
2		Forewomen over Car Cleaners	Car Yards	29th & Market Sts.	2
3.		"Tidy Changer"	Car Yards	29th & Market Sts.	1
4		Seamstress	Car Yards	29th & Market Sts.	2
5		Linen Counters	Car Yards	29th & Market Sts.	4
6		"Property Clark"	Car Yards	29th & Market Sts.	1

ADJUSTMENT RE

Toilet Facilities

Complaint # 81

DEC 31 1919

City and State	Division	Railroad
Phila.,Penna.	Phila. Terminal	Pullman Co. - P.R.R.

1. Office, Shop or Platform
Pullman Office Building

2. Official in Charge
John C. Bowne,Yardmaster.

3. Employee Involved
Car Cleaners and Linen Counters

4. Address-street number if necessar;

5. Source: Complaint from Consumers' League,Phila.

6. Statement of Case: Locker Room provided for women is crowded and dark and without washing facilities or other comforts.

Toilet is small and dark and without adequate wasing facilities. Door of this toilet is left unlocked and open on the freight yard,and complaint is made by the women that they not infrequently find it occupied by men.

Men's toilet used by office force opens directly from linen counting room,where women are constantly at work and where men do not work.

7. Action by Agent: Call made at office of Superintendent,who was out of town. Case stated to W.Barlow,Chief Clerk,who was unable to say whether any plans were on foot to remedy conditions.

Jan. 5. Agent had interview by appointment with Mr, Rittenhouse, Pullman Supt.(see report of interview). Mr. R. will look over situation and report to Miss Goldmark what can be done.

8. If unadjusted, name of next higher official with address:
J.A.Rittenhouse,Pullman Supt.,Franklin Trust Bldg.,20 South 15th. St.,Phila.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection December 23/1919
USRA-WS No.3 60 23.

12. Name of Agent. Edith R. Hall

#1

Town or Shop	Division	Railroad
Car Yards - 29th. & Market Sts.	Phila. Terminal	Pullman Co. P.R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car Cleaners	45	0	40	about 80	Most of these 1917 - 1919 Had been giving up women before the war.

No.on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day: Present	Per day: Oct.1918	Per Wk. Oct. 1918
All	8 A.M.	12 - 12:30	4:30 P.M.	7th.day off.	8	9	48 54

Only men on other tricks.

Night Work Rotation

Age of Women on night work: No night work for women.

Wages: Jan.1. 1918 and hours	Order 27	Supplement No.	Present
	Women	34cts	45 cts.
	Men	37 cts.	45 cts.

Nationality:
Negro (40)
American (5)

Union Membership
Practically all - Car Cleaners' Union. (affiliated with A.F.of L.)

Names & positions of persons interviewed:
John C. Bowne, Yard Foreman
Robert J. Todd, Asst. Yard Foreman.
Several Cleaners

Date December 23. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

P.R.R.- Car Yards - 29th.& Market Streets,Philadelphia,Pa.

Ground Floor Plan of Building rented by the Pullman Co. from the P.R.R.

(Dimensions and other details may not be accurate) — for Heavy Material, worn See Diagram in report of Jan. 5.

A...Entrance to Women's Locker Room
B...Men's Toilet opening from Linen Room
C...Women's Toilet
D...Women's Toilet opening from Sewing Room
E...Square hole at top of wall cut for ventilation from Locker Room into Storeroom.

F...Bench in Locker Room
G...Outside Stairway leading to second story entrance level.
H...Radiator
I...Shelves for storing buckets,&c.
J...Elevator to storeroom on second floor.
K...Stairway to storeroom on second floor.

Complaint # 81

Pullman Company - West Phila.Car Yards.

Accommodations for Car Cleaners.

The West Philadelphia car yards extend a distance of about 3/4 mile from 29th.and Market St. to beyond the West Philadelphia station,and some cars also are cleaned in place at the Broad St. Station. Most of the cleaners there are men,but one of the women is regularly employed there at inside work. The different sections are spoken of as the four "yards", though the East,West and South Yards,above 29th. St.,merge into one big track space. No special section is reserved for the Pullman cars,the cleaners working side by side with those employed by the P.R.R. Co.

The yard is reasonably safe. Board walks three feet wide run between the tracks at intervals,with occasional cross walks.

The women are scattered for work over the several "yards", but all report at the central office at the lower end. Their work is assigned and supervised by two white forewomen,who are directly under the Yard Foreman.

Duties — Women are employed only for inside work,and some of this, such as the vacuum cleaning,fumigation,carpet lifting,is done by men. Men also wash the inner side of the double windows which are considered too heavy for the women to raise and lower.

About five women are regularly employed cleaning headlinings,and others sweep,dust,clean woodwork,polish the"silver",wash the rubber flooring,&c. One woman changes the chair tidies (see # 3) and one is a vermin treater,following two men who strip the sections and take the seats apart.

Colored Women have replaced Whites. — The Pullman Company formerly employed white women exclusively,but found it difficult to secure workers of good quality (many of them drank),and some time before the war they had begun replacing them with colored men. During the war they were forced to take on women again,but in doing so employed colored women almost entirely. There are at present only five white women among the cleaners. Mr. Todd,Asst. Yard Foreman,says he has tried to select them carefully and feels that he now has a fine force.

Estimate of Women. — He does not find,however,that women are as satisfactory as men,simply because they have to be considered more and helped out with window lifting,moving trestles,&c. He estimates they 2 men can do the work of 3 women and that the quality is the same. He says there is a particularly good class of young colored men in Philadelphia,though at present not enough men are available for all the places. He now has only 3 or 4 men on the inside.

Toilet Facilities. — The building used by the Pullman Co. at this point is leased from the Pennsylvania Railroad. It is a long narrow frame structure,built against the track embankment,so that the ground level entrance on the north side is into the second story (offices and storeroom). The north side of the first floor,therefore,is below ground and without windows.

The Locker Room (A) is about 12 x 15 feet in size. It contains 32 lockers of rough wooden construction,some with wooden doors,a few with doors of iron netting. There are no washing facilities and no seats except one wooden bench about four feet long. The lockers fill every bit of space so that there would be no room for chairs even if the room were otherwise inhabitable. As a matter of fact it is almost pitch dark. The only light and air come from the entrance door at the end of a long,narrow passage,and from a hole about 3 feet square cut through at the top of the wall into the Commissary Storeroom.

About 40 women use this room and change their clothes there. The Forewoman says that they usually wash before leaving the yard,either at the hydrants or in their cleaning pails. By using these they can make hot water with the steam hose. The bowl in the toilet room (see below) is useless for so many women through lack of space.

No lunch room is provided. The women carry their luncheons with them and the Forewoman each day assigns two cars,not yet cleaned,in which they gather to eat.

The Women's Toilet (C) is a space about 5 x 10 feet,with entrance about 30 feet from the entrance to the locker room. It is perfectly dark except for the light from the door when open. The three toilet fixtures with water flush are in good working condition,and fairly well kept by the janitor who tends the building. The porcelain wash bowl has running cold water,but is inadequate and too inconveniently placed for any practical use.

At the time of the Agent's visit the roof over the entrance door was leaking. Part of the water was caught in a pail back of the door, and part had collected in a slimy puddle across the doorway. The door was standing wide open to the freight yard,and women in the counting room later testified that it is not infrequent in going there to find a man sitting on the toilets.

This is the only toilet available for the car cleaners and for the four colored women in the counting room. The white women in the building and the white forewomen use the toilet in the sewing room (D).

A very objectionable feature of the building is that the toilet used by the men (Yardmaster,Storekeeper,Clerks) opens directly from the counting room,where the three counters are constantly at work. The two compartments contain one a toilet fixture,the other a urinal. The partitions run to the ceiling and there is a screen in front of the entrance doors,but the entrance directly faces the room and the whole arrangement is very exposed. If this place is used at all by men the enclosure should be enlarged and entrance made from the outside.

On December 26, the Agent called to see the Pullman Superintendent (Mr. J.A.Rittenhouse,Franklin Trust Building,20 South 15th. St.,Phila.) Mr. Rittenhouse was out of town. His Chief Clerk,Mr.W.Barlow,did not know whether any definite plans were on foot to remedy the conditions at fault.

Town or Shop	Division	Railroad
Car Yards - 29th.& Market Sts.	Phila. Terminal	Pullman Co. - P.R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
20	Forewomen over Car Cleaners	2	0	0	0 Work directly under Yard Foreman.	Came on as Cleaners 11 or 12 yrs.ago Appointed forewomen about war time.

No.on each shift	Begin work	HOURS Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918
2	8 A.M.	12 - 12:30	4:30 P.M.	No	8	9	48 54

Night Work Rotation

Age of Women on night work: No night work for women.

Wages; Jan.1. 1918 and hours — Order 27 — Supplement No. 39 cts. — Present $110 Forewoman, 105 Asst. "

Nationality: American born Irish

Union Membership: Yes - Car Cleaners' Union.

Names & positions of persons interviewed:

Robt. J. Todd,Asst. Yard Foreman.
Mary Gallagher,Asst. Forewoman
(Katie Reagan,Forewoman,not on duty)

Date December 23. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Town or Shop	Division	Railroad
Car Yards - 29th.& Market Sts.	Phila. Terminal	Pullman Co. - P.R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5.	" Tidy Changer"	1	0	0	0	Ten years.

No.on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day: Present	Per day: Oct.1918	Per Wk. Oct. 1918
	8 A.M.	12 - 12:30	4:30 P.M.	7th. day off.	8	9	48 54

Night Work Rotation

No night work for women.

Age of Women on night work

Wages: Jan.1. 1918 and hours — Order 27 — Supplement No. — Present

34 cts. — 34 cts. (see memo.)

Nationality: American

Union Membership: ? (not seen)

Names & positions of persons interviewed: J.C.Bowne,Yard Foreman.

Date December 23. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Pullman Company - P.R.R. Car Yards,29th.&Market Sts.

" Tidy Changer"

Mr. Bowne,the Yard Foreman,told the Agent that he finds this woman technically not included with the cleaners for the new 45 ct. rate. She is,therefore,still receiving the old rate of 34 cts., although cleaners temporarily assigned to the same work as extras are paid 45 cts.

He has called the attention of the officials to the discrepancy,and has asked them to make a special adjustment for her.

(See also Seamstresses under the Storekeeper - # 4)

4

Town or Shop	Division	Railroad
Car Yards - 29th. & Market Sts.	Phila. Terminal	Pullman Co. - P.R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
8 ?	Seamstress	2	0	0	0	Many years.

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
2	8 A.M.	12 - 1	5 P.M.	No	8	9	48 54

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. — Present

34 cts. — 34 cts. (see memo.)

Nationality: American

Union Membership: No

Names & positions of persons interviewed:

J.L.Grace, Storekeeper
Mrs. Minnie Ehrens, Seamstress

Date December 23. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.I.

Pullman Company - P.R.R. Car Yards,29th.& Market Sts.,Phila.

Storekeeper's Office - Seamstresses.

1.

These two women work at power machines. The storekeeper reports that 97 % of their time is taken up with darning and mending the bed linen. Besides this they recover the bed pillows when they become soiled. (These pillows have two coverings. The outside cover is only loosely sewed across one end and is changed from time to time)

All work that could be called upholstering is done at the other end of the line. In an emergency a curtain,or something like that, needing temporary repair,might be brought in to them,but this would be so rare as to be negligible. They do no work in the cars. #

or by men (2 men make carpets)

2.

A small toilet with wash bowl and running water opens from one corner of the sewing room. This is used by the two seamstresses, the counter of clean linen (white),the Storekeeper's clerk,and the two white forewomen of the car cleaners.

9.

These women do not come under the new agreement for the 45 ct. rate. The Storekeeper feels that they are entitled to it and has asked the officials for an adjustment in their favor. They are at present getting the old rate of 34 cts.

The room in which these women work is large and comfortable. There are large windows on two sides of the room,and their machines are placed so as to get good light. The windows would give even better light if they were washed.

Town or Shop	Division	Railroad
Car Yards - 29th. & Market Sts.	Phila. Terminal	Pullman Co. - P.R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
8	Linen Counters	4	0 (youngest 25)	3	0	Many years

No.on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918	
All	8 A.M.	12 - 1	5 P.M.	7th.day off.	8	9	48	54

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan.1. 1918 and hours	Order 27	Supplement No.	Present
$57.50	$72.60	$87.50	$87.50

Nationality: Negro (3)
American (1)

Union Membership: ?

Names & positions of persons interviewed: J.L.Grace, Storekeeper
Colored Counters

Date: December 23. 1919

Agent: Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Pullman Co.- P.R.R. Car Yards,29th.& Market Sts.,Phila.

Linen Counters.

1.

One white girl counts the clean linen as delivered and gives it out to the cars as requisitioned. She works in a large room on the second floor,adjoining the storeroom.

Three colored girls work in the room downstairs (see plan of building),where the soiled linen is brought as the cars are stripped. The pieces are sorted,then counted and tallied,and a record for each car kept in a book on a special form. The woman who explained the work to the Agent said that they averaged about 10,000 pieces a day. The work is given out by contract to one of the public laundries in Philadelphia.

2.

For toilet accommodations see memo. attached to # 1. Also comment on men's toilet opening from this room.

Town or Shop	Division	Railroad
Car Yards - 29th. & Market Sts.	Phila. Terminal	Pullman Co. - P.R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
4	"Property Clerk"	1	1 (19)	0	0	Replaced boy Sept. 1918

No.on each shift	HOURS Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918	
	8 A.M.	1 hour	5 P.M.	No	8	8	48	48

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan.1. 1918 and hours	Order 27	Supplement No.	Present
$57.50	$71.50	$87.50	$87.50

Nationality: American

Union Membership: No

Names & positions of persons interviewed: J.L.Grace,Storekeeper
Corinne Ehrens,Clerk.

Date December 23. 1919 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Pullman Co.- P.R.R. Car Yards,29th.& Market Sts.,Phila.

Storekeeper's Office - Clerk.

1.

This girl is a daughter of one of the seamstresses. She replaced a boy in September 1918,and the Storekeeper says she is doing so well that he would feel very badly to lose her.

She receives and counts incoming supplies and distributes them to the bins;gives it out as it is requisitioned and makes note of articles needing to be replenished. Supplies given out are charged to the cars on tags hooked up to each bin,and the books are made up from these tags. The girl now does part of this bookkeeping and is working into more responsibility along this line.

The Storekeeper feels that she is worth more than the $87.50 which the position carried when she came there,but sees no way to advance it under the orders.

2.

(See toilet under # 4)

PULLMAN WESTERN POINTS

202

Hall

INSPECTION SHEETS
1920

Pullman Company, Council Bluffs to Salt Lake City

Series			
(1)	Cleaner	Council Bluffs, Ia.	U. P. Yards
(2)	"	" "	C and N W Yards
(3)	"	" "	C R I and P "
(4)	"	Omaha, Neb.	C B and Q Yards
(5)	"	Denver, Colo.	U P Yards
(6)	"	"	C B and Q "
(7)	"	"	D and R G "
(8)	"	"	C and S "
(9)	"	Ogden, Utah	D and R G "
(10)	"	Salt Lake City	U P "
(11)	"	" " "	D and R G "

ADJUSTMENT RE

No. 2 1

Toilet Facilities

City and State	Division	Railroad
Council Bluffs, Iowa		Pullman Co. - Union Pacific

1. Office, Shop or Platform
Car Yards - U P Transfer

2. Official in Charge
- (Mrs. Reinhart, Forewoman)

3. Employee Involved
10 Women Car Cleaners

4. Address-street number if necessary

5. Source:
Inspection of Agent

6. Statement of Case:
A stationary car has been fitted up as rest room and lunch room for the Pullman cleaners. The toilet and washroom cannot be used owing to the fact that there is no sewer connection established for the car. Mr. Johnson, Pullman Supt. at Omaha, reports that this could be made and he has asked for it, but so far nothing has been done.

The accommodations in this car should be perfected unless a rest room is built suitable for the accommodation of all the women of the yard (see # 1)

7. Action by Agent:
Need discussed with Mr. R.C. Johnson, Pullman Supt., and with Mr Sykes, Chief Clerk to Asst. Fed. Mgr. Suggestions noted.

8. If unadjusted, name of next higher official with address:
H.J. Plumhof, Asst. Fed. Mgr., - E.E. Calvin, Fed. Mgr., Omaha, Neb.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 10. 1920

12. Name of Agent. Edith R. Hall

USRA-WS No. 3

Car Cleaners # 2

Shop	Division	Railroad
U P Transfer (Car Yards) Council Bluffs, Iowa		Pullman Co. - U P R.R.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car Cleaners	10	0	2	10	Always

No.on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918	
All	8 A.M.	12 - 1	5 P.M.	Yes	8	10 till Nat.Agreement	56	70

Night Work Rotation

Age of Women on night work: No night work for women.

Wages: Jan.1. 1918 and hours — Order 27 — Supplement No. — Present

45¢

(For complete schedule of rates see # 6)

Nationality: Col. (2)
Amer.and Irish (7)
Germ (1)

Union Membership
Some to Carmen
Some to Pullman Employees

Names & positions of persons interviewed: Mr. R. C. Johnson, Pullman Supt.
Mr. Winters, Storekeeper

Date Feb. 10. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Pullman Co.(U.P.R.R.) - Union Pacific Transfer Car Yards

Council Bluffs,Iowa - Car Cleaners

1.

The Pullman cleaners are about half women and the whole gang is under the leadership of a woman foreman,who has recently been transferred here from the Northwestern yards. Mr. Winters,Storekeeper at the Yards,does not think it will work,as the men won't like it and she probably will not keep them up.

(Mrs. Reinhart was absent so the Agent was unable to consult her about the work here,or in regard to the situation at the Northwestern yards -see # 4)

2.

A stationary car conveniently placed is used as headquarters for the Pullman women. It is furnished with table and benches for eating and has washroom and toilet space,which,however,are not now in use owing to lack of sewer connection. Mr. Johnson,Pullman Supt.,reports that this would not be difficult to make in this yard,and he has asked for it,but nothing has so far been done. *

The Agent took this matter up with Mr. Sykes,Chief Clerk to Mr. Plumhoff,Fed. Mgr.,but she urged chiefly the better provision of a yardhouse, which would supply adequate facilities for all the women. (See # 1)

* The Pullman car,while in good repair and satisfactorily equipped,showed evidence of lack of care. No systematic arrangement seems to have been made for regular cleaning,and supervision of the women in the car has been lax,so that hats,coats,and various belongings were scattered about. They had no woman leader under the man foreman,and Mr. Darnell,formerly in charge (now at the Northwestern yards) is said to be rather inefficient. Mrs. Reinhart has been ill since her transfer to the position.

As far as the Agent could find the cleaning has been spasmodic and done on the women's time. Mr. Winter's,Storekeeper,says that they do this at lunch time to save themselves another walk over there. When he has ordered a clean-up he has never said when and he wouldn't have minded if they had used company time. <u>This cleaning should be arranged for as an assigned duty</u>.

(Mr. Winters is not responsible for the oversight of the car cleaners,but has been asked to look out for them in the recent period of demoralization)

ADJUSTMENT RE No. 4 2

Toilet and washing facilities

City and State	Division	Railroad
Council Bluffs, Iowa.		Pullman Co. - C & N W

1. Office, Shop or Platform
Car Yards

2. Official in Charge
Mr. Paul Newton, Storekeeper
Mr. - - Darnell, Foreman of CCleaners

3. Employee Involved
11 Pullman Car Cleaners

4. Address-street number if necessary

5. Source: Inspection of Agent

6. Statement of Case: The converted car at present used as dressing room and lunch room by the Pullman women has no fixed position and, therefore, no sewer connection; (it is uncertain whether such connection could be established in this yard).

If a permanent place cannot be found, permitting proper sewer connections for toilet and washing facilities in the car, alterations should be made in the present women's locker room to accommodate the Pullman women. This would mean enlargement and the addition of more lockers and washbowls. One or two additional toilets would also be desirable.

7. Action by Agent: Matter discussed with Mr. R. C. Johnson, Pullman Agent, who said he would renew his efforts to secure better accommodations from the company.

8. If unadjusted, name of next higher official with address:
Mr. H. M. Eichholtz, Asst. Genl. Supt., Boone, Iowa.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 9. 1920

12. Name of Agent. Edith R. Hall

USRA-WS No.3

Town or Shop	Division	Railroad
Car Yards, C & N W Council Bluffs		Pullman Co - C & N W

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners	11	2 (18,19)	2	12	Many years Same number during war.

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
All	8 A.M.	12 - 1	5 P.M.	Yes Go home a little early	8	10 till Nat. Agreement	56 70

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. — Present

(For complete schedule of rates see # 6) 45¢

(One cleaner acts as foreman in absence of regular foreman - was offered regular position but prefers not) 50¢

Nationality: American (rather high class workers)

Union Membership: Yes - Car Cl. Union (A.F. of L)

Names & positions of persons interviewed:
Mr. R.C. Johnson, Pullman Supt.
- Darnell, Foreman of Cleaners
Mrs. Bertha Nolan, Head Cleaner
Mr. Paul Newton, Storekeeper

Date Feb. 9. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Pullman Co. - C & N W, Council Bluffs, Iowa

Car Cleaners.

1.

There are 11 Pullman women and 12 men in this yard, all of whom until recently were under a woman foreman. She has just been transferred to the U P Yards, and the man from that point put in her place. As she has been away sick much of the time in the past month, and as the man is badly crippled with rheumatism and has not got about to learn the yard well, the general supervision is demoralized. (Mr. Johnson explained that the exchange of these two foremen was made because he felt that Mrs. Reinhart was on too intimate terms with some of the cleaners in the Northwestern yards and was not keeping them up to the mark. He says Mr. Darnell is not just what he would like either, but he has to use what he has.)

The women do the ordinary inside cleaning including the cuspidors. The water from this operation is ,as usual, thrown into the yard.

Two of the women are colored. Mrs. Bertha Nolan, acting head cleaner, told the Agent that the whole gang was originally colored under a white forewoman. This forewoman began changing them to whites until all were replaced. Later, out of spite to some of the workers, another forewoman took on these two colored women. It doesn't seem to her fair that colored women should be given white women's places!

2.

The Pullman women have a car where they eat and change their clothes and store their buckets at night. There are several locker closets where they keep their personal belongings, but not individual lockers. There is a table and benches in the middle of the car. Rattan car seats at each end have been removed from their framework to make room for the buckets.

There are no washing facilities and no usable toilet in the car. (The toilet compartment with its seat is there and there is space in which a stationary bowl might be built.) The reason for the present lack is that the car has no fixed position, but is shunted about from track to track. The women say it does not stay in one place even through an entire day, so they often have a time to find it. In summer the car stays most of the time in front of the ice house (conveniently near the cleaning tracks and the toilet - see # 3) but in winter while the ice house is being filled the track has to be left open.

The women wash in the cars and are supposed to use the toilet of the railroad women's locker room. As a matter of fact, with their slack supervision and the uninviting condition of this toilet, it is probable that they use the toilets of the cars they clean, though this is forbidden.

The Agent took up the matter of toilet facilities with Mr.

Johnson with a view especially to finding out if it would not be possible to get a permanent location for the car where it could be connected up with the sewer. Mr. Johnson said he had always had trouble in getting facilities in that yard. It was through his efforts that a woman's room was put in there in the first place,and now there was always trouble in getting it kept clean. It is railroad property and does not belong to him to supervise.

He thinks the trouble is that there is no local official to whom to appeal. The Western Division begins at Omaha and does not have jurisdiction over Council Bluffs. He has to deal by letter with Mr. H. M. Eichholtz,Asst. Genl. Supt.,at Boone,Iowa.

Mr. Johnson had previously spoken of nearly all the difficulties that the Agent found in this and other yards. He said he would be glad of our cooperation in securing proper conditions and felt that it would help very much if the Women's Service Section would take these matters up with the officials, as he had done about all he could.

In regard to a stationary position for the women's car,he thought at first that this was hopeless. Afterward it occurred to him that it might be possible to secure space back(?) of the roundhouse - about 500 feet away from the cleaning track. Even with the car placed permanently there the old toilet would have to be used,as sewer connection would not be feasible.

He doesn't think the company could be induced to enlarge this,as it is their plan to move the entire yards to South Omaha as soon as possible.

ADJUSTMENT RE

No. ~~3-1/2~~ 3

Toilet Facilities

City and State	Division	Railroad
Council Bluffs, Ia.		Pullman Co. (C R.I.& Pac.)

1. Office, Shop or Platform
Car Yards

2. Official in Charge
?

3. Employee Involved
One woman car cleaner

4. Address—street number if necessary

5. Source:
Inspection of Agent

6. Statement of Case:
One woman and two men clean three Pullman cars in this yard. There is a toilet for men in the roundhouse. There is no toilet in the yard available for the woman.

7. Action by Agent: No action

8. If unadjusted, name of next higher official with address: Mr. C.W.Jones, Asst.Genl. Mr. R.C.Johnson, Pullman Agent, Omaha, Neb. ; Mgr. 1st. Dist., Des Moines, Iowa.

9. Action by Office:

no further action

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 9. 1920
USRA-WS No.3

12. Name of Agent Edith R. Hall

Car Cleaners # 4-1/2

City, Town or Shop: Council Bluffs

Division:

Railroad: Chicago Rock Island & Pacific

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaner	1	0	0	2	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
	8 A.M.	12 - 1	5 P.M.	Yes	8			

Night Work: Rotation

Ages of Women on night work: No night work for women

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

45¢

Nationality: American

Union Membership: ?

Names & positions of persons interviewed: F.H.Brown, one of men cleaners

(Emily Van Camp, woman cleaner, not on duty)

Date Feb. 9. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

C R.I.& P - Council Bluffs,Ia.

Car Cleaners.

1.

One woman and 2 men clean three cars in this yard. One car is due at 2.30 P.M. This lies over and is cleaned the next morning. The other two are due in Omaha at 8.40 A.M.,and are sent over to Council Bluffs at 10 or 11 or sometimes later (today 11.50). This car goes out again at 3.50 P.M.,and ,as the best air for blowing can be had from 12 - 1 while the other cleaners are not using it,these three usually work part of the noon hour on these cars,and go home at four or four-thirty when it has gone.

2.

There is no toilet in this yard. One for the men is in the roundhouse. Yards one mile from Station

ADJUSTMENT RE No. 4

Toilet accommodation

City and State	Division	Railroad
Omaha, Neb.		Pullman C B & Q

1. Office, Shop or Platform
Car Yards

2. Official in Charge
Mr. H. Peterson, Pullman Storekeeper.
Mr.- - Risner, Genl. Car Foreman (R.R.)

3. Employee Involved
10 Pullman Car Cleaners

4. Address-street number if necessary

5. Source: Inspection of Agent

6. Statement of Case: The converted car used as a rest room by the Pullman women has no sewer connection and, therefore, no toilet. (Washbowls have recently been installed, which drain into a pail.) Women depend on station toilet, which is several hundred feet from place of work. If sewer connection cannot be had for this car, toilet facilities provided for the railroad cleaners (see # 5) should be enlarged to accommodate the Pullman women also.

7. Action by Agent: Matter discussed with Mr. Johnson, Pullman Agent. No further action other than report to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. N. C. Allen, Supt. Omaha Div., Omaha, Neb.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 9. 1920

12. Name of Agent. Edith R. Hall

USRA-WS No.3

Car Cleaners # 6

Town or Shop	Division	Railroad
Burlington Car Yards Omaha, Neb.		C B & Q

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car Cleaners	10	0	0	10	Always

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct.1918	Total Hours Per Wk. Oct. 1918
All	8 A.M.	(20 min.) –	5 P.M.	7th. day off since Nat.Agr.	8	women 9 men 10	(Neb.law) 48 63

Let off youngest from Sunday work

Night Work Rotation

Age of Women on night work: No night work for women.

Wages: Jan.1. 1918 and hours			Order 27	Supplement No. 4 July 1919		Present
					special	
women	20¢	22¢	24-3/4¢	32¢	38¢	
men	22¢	25¢	27-3/4¢	34¢	40¢	all 45¢ Hd.Cl. 50¢
vacuum cl.	25¢	26¢	29-3/4¢	37¢	42¢	
				(women used at this for a while)		

Nationality: 5 Amer.
Others Bohemian and Polish

Union Membership
Yes - Car Cleaners'Union (A F of L)
(Attend Lodge in Council Bluffs.)

Names & positions of persons interviewed:
Mr. R. C. Johnson, Pullman Supt.
Mrs. Mary Wolff, Head Cleaner

Date Feb. 9. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

DIGITIZED BY TWIN CITIES

C B & Q - Omaha, Nebraska. -

Pullman Co. - Car Cleaners.

1.

The Pullman Company uses ten women and ten men in the Burlington yards. The women are under the leadership of a very nice appearing and intelligent forewoman.

The women do all the inside work except the vacuum. In talking over the various processes Mrs. Wolff suddenly asked: "Say, do you think we'll always have to do those cuspidors?" There is no other arrangement for cleaning them than the usual one of rinsing in a pail, which is emptied through the hopper into the yard.

2.

A converted tourist car serves these women as a rest room. The rattan covered seats were turned facing small tables, which were neatly covered with fresh newspapers. Their wraps were hung at one end of the car. At the other end 3 metal bowls taken from the men's Pullman washroom have recently been added. There is no toilet and no pipe connection to drain the wash bowls. These now empty into pails placed beneath. The women depend on going to the station toilet, which is a good five minute walk from some of the cars.

Sewer connection here or at some more convenient location should be made for this car, or, if this is not feasible, the toilet space of the railroad cleaners' quarters should be enlarged to accommodate both sets of women (see # 5)

Mr. Johnson reports that he has already asked for better toilet accommodations, which the officials say they cannot give. He did not know of the rest car provided for the other women. He will consult the engineer and find whether the sewer runs inside the yard.

This railroad like some of the others is contemplating yard extensions and the building of a general service house.

ADJUSTMENT RE
Crowded locker space
Washing facilities

No. 5

City and State	Division	Railroad
Denver, Colo.	Colorado	Pullman Co - Union Pacific

1. Office, Shop or Platform
Car Yards

2. Official in Charge
F.Mc.Namara, Genl. Yard Foreman
Geo.V.Oakey, Coach Yard Foreman

3. Employee Involved
12 Pullman Car Cleaners

4. Address—street number if necessary

5. Source: Inspection of Agent

6. Statement of Case: This locker room should be at least double its present size to accommodate the number of women using it (Now about 6x12 with table and benches to accommodate 12 women) There is at present only one small washbowl. There should be at least ~~four~~ (3)

The entrance to the room is now through the men's locker room. It is desirable that alterations be made providing a separate entrance form outside.

7. Action by Agent: No action other than report to W.S.S.

8. If unadjusted, name of next higher official with address: T.J.Eddings, Pullman Supt. Denver, Colo.
Mr. A. F. Vickroy, Supt. Colorado Div., Denver, Colo.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 14. 1920
USRA-WS No.3

12. Name of Agent. Edith R. Hall

Town or Shop	Division	Railroad
Denver, Colorado		Pullman Co. - Union Pacific

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5.	Car Cleaners	12		0	8	Always about the same.

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
All	8 A.M.	12 - 1	5 P.M.	When needed: Time and a half when work.	8		

Night Work Rotation

Age of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No. — Present

(women) 34¢ — 45¢

(men) 38¢

Nationality:
All English speaking
Several Swedes and Norw.

Union Membership
All - B of R. Carmen of America
Columbine Lodge -

Names & positions of persons interviewed:
Mrs. Sally Karsten
Miss Anna Ericson — Cleaners.
Mrs. Sophie Olson

Date Feb. 14, 1920 — Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Pullman Co. - Union Pacific

Denver, Colo.

1.

Inside cleaning according to the usual Pullman plan.

2.

The Pullman women share the yard toilet described in # 7. This is within fifty feet of their locker room and of the cleaning tracks, and is satisfactory in construction and care, though not an ample provision for the 21 women it is supposed to serve.

The locker room is entirely inadequate, though conveniently located. It is a space partitioned off from what originally was one room used by the men, and the entrance is through the part now used by the men. The room is not more than 6 x 12 feet. There are wooden lockers along one side, a table and benches crowd the entire remaining space, and still are insufficient to seat 12 people. There is one small washbowl in the corner next the door.

The outer portion, containing lockers and benches, is used by the eight men cleaners and a few other yard men. The women apparently are in the habit of spreading over into the men's quarters during the noon hour. Several women were there chatting with the men in a friendly fashion at the time the Agent was there. (The men also have only one small washbowl in their part of the room.)

If another suitable place could be found for the men, a good rooom could be made for the women by removing the partition, making a room of the original size, and fitting the enlarged space with the necessary lockers, larger table, benches, and a half dozen washbowls. In some way more adequate accommodations, with a separate entrance, should be provided.

Car Cleaners ~~#9~~ 6

City, Town or Shop	Division	Railroad
Denver, Colorado		Pullman - C B & Q

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners	10	0	0	6	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
All	8 A.M.	12 - 1	5 P.M.	Not often Time and a half when work	8		48	

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours — Order 27 — Supplement No.... — Present

(women) 34¢ — 45¢

(men) 38¢

Nationality: Most American; Some English speaking foreigners

Union Membership: B of R Carmen

Names & positions of persons interviewed: Mr. T. J. Eddings, Pullman Agent, Denver; Mrs. Mary McGuire, Forewoman; Several cleaners

Date Feb. 14. 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Pullman Co. - C B & Q

Denver, Colo.

1.

Ten women are employed by the Pullman Co. in the Burlington yards, and somewhat more than that number by the railroad. (Data as to the latter were not obtained.) 15 ?

These yards are at one end of a high viaduct spanning the tracks that lead to the Union Station. The U P yards are at the other end. Steps lead down to the center of each yard.

2.

Railroad and Pullman women together use a locker house conveniently placed near the cleaning tracks. This is roughly built and bare of any trimmings, but is entirely adequate in its appointments and in the comfort it provides. The locker and table space is ample, the rooms are steam heated and electric lighted, an appliance connected with the steam pipes can be used for heating coffee, and there is plenty of sink room for washing. (A long iron sink extends across one end of the room, with taps of hot and cold water and movable enamel washbowls.) - see diagram.

A good clean outside privy is about 30 feet back from the rest house.

Yard 5 miles out from Denver
Did not visit.

Car Cleaners #~~10~~ 7

Town or Shop	Division	Railroad
Denver, Colorado		Pullman Co. - Denver & Rio Grande

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5.	Car Cleaners	15	-	0	9	

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct. 1918	Total Hours Per Wk. Oct. 1918
15	8 A.M.	12 - 1	5 P.M.	Not often Pd. time and a half when work	8		48 or 56

Night Work Rotation

Age of Women on night work

Wages: Jan. 1, 1918 and hours — Order 27 — Supplement No. — Present

(women) 34¢ — 45¢

(men) 38¢

Nationality: Mixed - most American Ital., Bohemians, Swedes.

Union Membership: ?

Names & positions of persons interviewed: Mr. T. J. Eddings, Pullman Agent, Denver.

Date Feb. 14, 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No. 1.

Pullman Co. - D & R G

Denver, Colo.

1.

These yards are at Burnham, about five miles from Denver, and could not be visited in the time at the Agent's disposal.

The railroad employs no women of its own.

Mr. Eddings, Pullman Supt., was not sure as to the accommodations provided in this yard, but was doubtful whether they are what they should be.

Fifteen women are employed by the Pullman Co. in the D & R G yards at Burnham, about 5 miles from Denver. The Agent was unable to visit these yards in the time at her disposal.

Mr. Eddings, Pullman Agent, has only recently come to this position and was unable to say just what accommodation was provided for the women there. He doubted if it was satisfactory.

The D & R G does not employ women for its own work at other points (see Ogden and Salt Lake City) and probably does not here. It is highly improbable that suitable provision is made for the Pullman women. None whatever was provided at either Ogden or Salt Lake City.

In taking up the matter of improvements in the other yards with Mr. Eddings, Pullman Agent at Denver, the Agent urged that the same standards suggested for these yards be demanded by him in the Burnham yards.

Town or Shop	Division	Railroad
Denver, Colorado		Pullman Co - Colorado & Southern.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners Forewoman	11 1	2	0	9	Always. Increased somewhat since war.

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct. 1918	Total Hours Per Wk. Oct. 1918
11 1	8 A.M. 5 P.M.	12 - 1 -	5 P.M. 1 A.M.	Can take 7th. day when wish. Overtime when work	8		

Night Work Rotation

Age of Women on night work: Middle aged. Pick settled reliable woman.

Wages: Jan. 1. 1918 and hours	Order 27	Supplement No.	Present
	(women)	34¢	45¢
	(men)	38¢	

Nationality: Mixed - most American

Union Membership: Most - Carmen's Union

Names & positions of persons interviewed: Mr. T. J. Eddings, Pullman Div. Supt.

Date Feb. 14, 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U.S. RR ADMINISTRATION No. 1.

Pullman Co. - Colorado & Southern

Denver,Colo.

1.

The railroad has no cleaners in this yard. The Pullman women do the usual inside work,including cuspidors. The forewoman stated that they are instructed to throw the water used for this into the large iron ash cans,which stand at intervals between the tracks. Most of these were half full of fine ashes, which would absorb a large quantity of water.

2.

A small brick outhouse,steam heated,contains a good flush toilet. This is reserved for the women. A similar one for the men adjoins it.

At the side of the track about 200 feet from this toilet,a box car has been converted into Pullman headquarters. It is divided into a men's room, foreman's office,and a women's room. (see diagram). The latter contains lockers,a lunch table,and a washbowl with an attachment for heating the water. The equipment is too small for the number of women using the room,but otherwise is homelike and suitable.

ADJUSTMENT RE

No. ~~13~~ 9

Toilet Accommodations

City and State	Division	Railroad
Ogden,Utah		Pullman Co. - D & R G R.R.

1. Office, Shop or Platform: Car Yards

2. Official in Charge: Mr. M.E.Carson,Pullman Agt.,Ogden

3. Employee Involved: One car cleaner (sometimes two)

4. Address-street number if necessary:

5. Source: Inspection of Agent

6. Statement of Case:

The only toilet available in this yard is an outside privy used by all the men of the yard and any loafers passing by. It was hastily cleaned just before the Agent's visit, and locked with a brand new padlock. It is reported as having been generally filthy and open to the use and misuse of all. (This toilet has also been the only one available for a young woman clerk in the office of the M P & C Dept. - Mr. J.C.Richmond,Foreman.)

7. Action by Agent:

Called upon Mr. I.H.Luke,Genl. Supt. at Salt Lake City. Saw Mr. C.B.Ragon,Chief Clerk. Mr. R. took notes on situation,acknowledged need for better provision for women,and expressed himself as feeling sure need would be met.

8. If unadjusted, name of next higher official with address:

Mr. I.H.Luke,Genl. Supt.Utah Lines,Salt Lake City,Utah.

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection Feb. 21. 1920

12. Name of Agent. Edith R. Hall

USRA-WS No.3

Car Cleaners # 13

y, Town or Shop | **Division** | **Railroad**

Ogden,Utah | Pullman Co. - U P D & R G

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5.	Car Cleaners	4	0	0	3	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
All	8 A.M.	12 - 1	5 P.M.	7th. day off.	8		48	

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours			Order 27	Supplement No.... Aug.1918		Present
women	22¢		26-1/2¢	34¢	37¢	
men	24¢		29-3/4¢	36¢	39¢	45¢
vacuum	-	25¢	29-3/4¢	37¢	40¢	
			Head Cl.	42¢	45¢	

Nationality: Amer.

Union Membership ? - not seen

Names & positions of persons interviewed:

Mr. M. E. Carson, Pullman Agent, Ogden.

Date **Agent**

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Pullman Co. - Oregon Short Line & D & R G

Ogden,Utah.

1.

There are only two Pullman cars cleaned in the U P yards and one at the yards of the D & R G ,about a mile up the track. The same women are used for both sets.

2.

The 4 women in the U P yards are supposed to leave their wraps and to wash up in the Pullman storeroom at the station. This is in the building the second floor of which is occupied as living quarters by the waitresses, & c.,from the restaurant. They use the toilet on the second floor,provided for these women. (see Restaurants #10)

As the cars are cleaned very near the station,this cannot be called an entirely unsuitable provision for the few women employed,though there are no lockers and no private washing facilities. As a matter of fact,Pullman cleaners generally make use of the facilities of the cars they clean,and these women probably do.

D & R G - One woman and three men spend the morning on the car in the D & R G yards.

The only toilet provision here is an outside privy used by all the men of the yard. - cleaners,section men,trainmen. The place is reported to be badly neglected and is altogether an unfit provision for women.

(See memo. on woman clerk in froeman's office.)

Memorandum

Toilet Facilities for Woman Clerk in Car Yard.

D & R G - Ogden,Utah.

Miss Iva Steers is clerk in the office of the M P & C Dept. in the D & R G yards at Ogden. This yard is on the outskirts of town.

The only toilet provision in the yard is an outside privy used by all the men of the yard - car cleaners, section men, switchmen and passing trainmen. It is reported as being generally in a filthy condition, and no attempt has ever been made to keep it locked up from the casual misuse of idlers*

Miss Steers now goes to town for her luncheon at the noon hour, and so avoids the use of this toilet at all. She has at times also gone to the house of an aunt three or four blocks away. This, however, has been extremely inconvenient, especially in bad weather.

Suitable toilet facilities should be provided at once for this woman, which can be kept locked for the exclusive use of herself and of the one woman assigned to clean the Pullman car.

(This matter was brought to the attention of Mr. I.H. Luke, Genl. Supt., D & R G, Utah Lines, Salt Lake City, through his Chief Clerk, Mr. C. B. Ragon. Mr. Ragon promised to have the situation looked into and thought the necessary accommodation could be provided.

The office and storehouse at this point have recently burned and considerable reconstruction is necessary. The appropriation for this rebuilding should include toilet facilities of the right sort, with sewer connections if possible.)

* When the Agent visited this yard (after talking with the Pullman Agent on the previous afternoon) she found the door fastened with a shining new padlock and chain. In hunting up someone in charge of the office she came across Miss Steers, who produced a key, which, on inquiry, sha admitted had been given to her that morning. The cabin, when opened, showed signs of recent broom cleaning, but the floor and seats were black with grime of long neglect. Miss Steers said she had never seen the place so clean, and that the door ordinarily stood open. She had never known it to be locked.

She reported that Mr. Richmond, Foreman M P & C Dept., for whom she works, and other men in the offices, had spoken of the need for more suitable toilet provision for her, and had tried to get it. Before the Agent's visit a message had come from Ogden by telephone to have the door of the

door of the toilet locked and not to make complaint. On receiving the message these men had exclaimed:"Better let her find it the way it is". They had followed instructions,however,and had given her a key to the padlock.

Car Cleaners # ~~9~~ 10

City, Town or Shop	Division	Railroad
Salt Lake City		Pullman Co.- Oregon Short Line (Union Pacific)

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners	20	0 a few during war - Not now.	0	14	Always about same

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
All	8 A.M.	12 - 1	5 P.M.	7th. day off	8		48	

Night Work: Rotation

Ages of Women on night work

Wages: Jan.1.1918 and hours	Order 27	Supplement No....	Present
	(women)	34-1/2¢	45¢
	(men)	37¢	
	Forewoman	39-1/2¢	$100 a mo. July 1919

Nationality:	Union Membership
Amer. 1 Japanese 1 Italian	Nearly all - Carmen's Union

Names & positions of persons interviewed: Mr. J. B. Elliot, Pullman Agent, Salt Lake
Mrs. Lilly Miller, Forewoman.

Date Feb. 21, 1920 Agent Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Pullman Co. - Oregon Short Line (Union Pacific)

Salt Lake City,Utah.

1.

Twenty women are employed in this yard by the Pullman Co.

2.

The Pullman quarters are somewhat inadequate for so large a number of women,though they are comfortable and homelike in a crude way.

Space has been partitioned off from the linen room and storehouse. (Part of this space is divided from the women's room by a half partition,and is used by the foreman for an office - see diagram)

The room at present has only 8 lockers - the forewoman says that more have been ordered. A table that could not accommodate more than eight at a time stands against the wall and is pulled out when in use. This supplies too little table space for luncheon,although some of the women live in the neighborhood and go home for the noon hour. It is not often that all 20 are there at once.

(The toilets and washing facilities in the railroad women's quarters across the tracks are shared with the Pullman women - see # 14)

The women seem happy and contented and appear to be well looked after. The foreman,after considerable negotiation with the trolley company,has this year succeeded in getting the schedule arranged so that a car leave the yard entrance ten minutes instead of a half hour after closing time.

It seems to be the accepted policy in all yards to maintain separate quarters for the Pullman and railroad cleaners. In this yard it seems especially foolish and wasteful,since the yard is compact,making a central rest room accessible,and since the women already share their toilet and washing facilities. It would be very easy,by slight alterations,to partition off the toilet end of the railroad locker room into a separate compartment,and to enlarge the locker and table space so as to accommodate both sets of women. This would set free for other uses both the separate lunch room (see # 14) and the rpesent Pullman locker room.

Both the material comforts and the spirit of this yard are so good,however,that there is little to criticize.

Car Cleaners # ~~16~~ 11

City, Town or Shop	Division	Railroad
Salt Lake City, Utah		Pullman Co. - D & R G

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5.	Car Cleaners	4	0	0	5	

HOURS

No. on each shift	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day Present	Per Day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
All	7.30 A.M.	12 - 1	4.30 P.M.	7th. day off.	8			

Night Work: Rotation

Ages of Women on night work

Wages: Jan. 1. 1918 and hours | **Order 27** | **Supplement No....** | **Present**

(women) 34-1/2¢

(men) 37¢

45¢

Nationality: American

Union Membership All - Carmen's Union

Names & positions of persons interviewed: Mr. J. B. Elliott, Pullman Agent, S.L.City

Date Feb. 21. 1920 **Agent** Edith R. Hall

WOMEN'S SERVICE SECTION U. S. RR ADMINISTRATION No. 1.

Pullman Co. - Denver & Rio Grande

Salt Lake City,Utah.

1.

A few Pullman cars of the D & R G and Western Pacific are cleaned at the Station of the D & R G,about four blocks from the Union Pacific depot.

2.

There are no accommodations provided for the cleaners. Mr. Elliott,the Pullman Agent,went with the visiting agent of the W.S.S. and showed a large linen room at the ned of the station,where he said the women were instructed to leave their wraps. The man in charge,however,said that they never came there,but carried their wraps with them to the cars.

They use the toilet of the station,which is of good modern type and easy to reach from their place of work.

It is of course desirable that in every place a special toilet and locker room should be provided for the women cleaners. The inconvenience here, however,must be felt as slightly as anywhere,as there are few women employed and the cars are cleaned directly in front of the station. This is a modern brick building with good toilet equipment.

The railroad company itself employs only men at this point.

(#4)

#3

Town or Shop	Division	Railroad
Richmond, Va. Broad St. Car Yards	Richmond	R.F.& P.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car Cleaners	2	0	2	8	June 1917 (8 during war)

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Oct. 1918
	7 A.M.	(20 min.)	3 P.M.	Yes	8	9	56 63

Night Work Rotation

Age of Women on night work: No night work

Wages: Jan.1. 1918 and hours — Order 27 — Supplement No. — Present

(women) 29-1/2 ¢ all 45 ¢

(men) 32 ¢

Nationality: Negro

Union Membership: Yes - Car Cl.Union

Names & positions of persons interviewed: R.J.Garrett, Yard Foreman of Cleaners

Lucy Dandridge, Marie Fauntleroy (cleaners)

Mr. Merritt, Asst. to Fed. Mgr.

Date: January 23. 1920

Agent: Edith R. Hall

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Richmond,Fredericksburg & Potomac R.R. - Richmond,Va.

Coach Cleaners.

1.

The cleaning tracks of the R F & P run across an open expanse back of the new Union Station on Broad St. It is a walk of from a quarter to a half mile across the fields from the station or by way of a viaduct leading over from the street.

A new concrete building contains rooms for the Railroad Yard Foreman of Cleaners,the Pullman Foreman Mechanic in charge,and locker rooms for men and for women. The cars are conveniently placed within easy reach from this building.

This railroad has always used men exclusively. It took on eight women during the war,but has replaced all but two. These,the foreman says,are espacially good workers and he hopes he will not lose them. As a rule he prefers men,not because they do better on all jobs (he has found women thoroughly satisfactory for inside work) but because he can call on men for a greater variety of service in emergency.

These women do the ordinary inside cleaning - sweeping, dusting,washing windows,wiping down walls,and polishing metal work in toilets. Men do the mopping,headlinings and toilets;and clean the cuspidors. *

2.

There is a well planned and well constructed locker room and toilet for the women (see diagram),which,however,was very carelessly kept. No schedule for cleaning had been arranged among the women,and the Agent found by inquiry that two women,one white and one colored,were the only ones that took any responsibility in the matter. They said they sometimes cleaned it out during their noon hour,but it wasn't much good as some of the women "threw things around and never picked up".

The Agent spoke with both foremen (railroad and Pullman) who agreed to take the matter up and arrange a schedule by which one of the six women should be assigned for this cleaning each day and be held responsible for the good condition of the room.

The fact that these women are mixed white and colored (three of the Pullman women are white) makes any social enjoyment of the room unlikely. It is used merely for storing their possessions and for toilet purposes. All the women regularly eat their luncheon in the cars they are cleaning.

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* The cuspidors are cleaned with a small mop in a bucket of water containing disinfectant. The foreman said the water was thrown on the ground "unless specially filthy",when it is carried up the track and

emptied into the sewer. The Agent believes that this is rather a fancy picture,as the tracks are bordered with fields easily used for refuse,and the sewer opening,about 150 feet up the track,is merely a manhole,from which it would be necessary to lift a heavy iron top. It is not likely that any one takes the trouble.

Mr. Garrett reports that he has no trouble from his own workers through the use of car toilets. The locker rooms are accessible and he is very strict about it. But he finds that these toilets are often used at night. He cannot say for sure,but he thinks it is the men from the caboose tracks,who come across for water. (He says the cabooses of these trains have no toilet accommodations). Locking the cars does no good as these men carry keys that "unlock most anything".

(The Agent reported this matter to Mr. Merritt,Asst. to the Fed. Mgr.)

Mr. Monroe at the station has charge of cleaning certain cars there for the R.F.& P. and the A.C.L. He had 6 women during the war, but now uses only men.

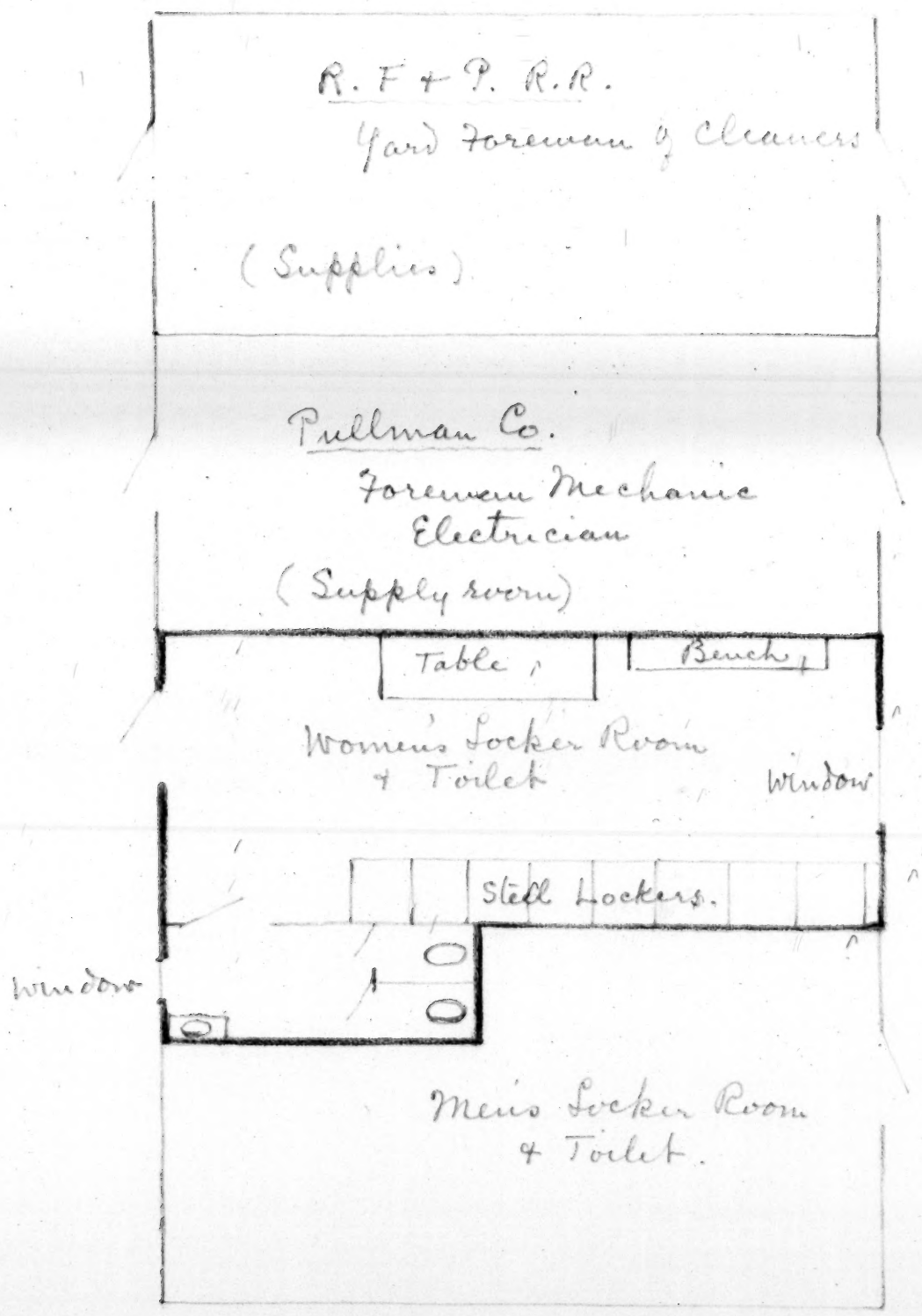
↑ 150 ft. from offices -

4 & 5

Richmond, Va. - R.F.& P. Coach Cleaning Tracks
(Back of Union Station)

Manhole to Sewer.

Locker Room and Toilet for Women Cleaners.



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INSPECTION SHEET

Southern

R.R. No.	Series No.	Occupation	Address
1	(7)	Coach Cleaners	Manchester Coach Yd. Richmond, Va.
2	(3)	Car Cleaners	Atlanta Div., Southern Repair Yds., Hooper St., Atlanta, Ga.
3	(4)	Sbd. Op.	" " Gen. Off. " "
4	(1)	Car Cleaners	Charlotte " Charlotte, N. C.
5	(3)	Sbd. Op.	" " " " "
6	(1)	Car Cleaners	Columbia " Columbia, S. C.
7	(3)	Matron	" " " " "
8	(1)	Car Cleaners	Danville " Greensboro, N. C.
9	(3)	Matrons	" " Greensboro, " "
10	(1)	Car Cleaners	Knoxville " Knoxville, Tenn.
11	(1)	Car Cleaners	Salisbury-Spencer Terminal Div., Salisbury, N.C.
12	(2)	Matron	" " " " " " "
13	(1)	Car Cleaners	Memphis Div. Sheffield, Alabama
14	(1)	Sbd. Ops.	Salisbury-Spencer Terminal Div., Spencer, N.C.
15	(3)	Stenographer	" " " " " " "
16	(2)	Cleaners	Danville Div. Greensboro, N.C.

CUSPIDORS

Columbia, S. C., Cleaning Yards, Series #2.

The women clean the cuspiders in the smoking room, draining off the refuse and throwing it in the garbage pile. They use a small mop to wash the cuspidors and then dry them. They clean the toilets, "scouring the floors". They sometimes help with the window washing in the main part of the Pullman. If any toilet is to be flushed it is done so in yards out of the Station.

SALISBURY

CUSPIDORS

Salisbury, N. C., Cleaning Yards.

These car cleaners work on day coaches. The men clean the toilets and the outside of the cars. The women brush off the seats with a small hair brush. They then sweep up the paper, carrying it over to the waste heap where it is burned. They clean the windows, sometimes with waste, - when they need it, with Boni ami. The day crew usually have 6 regular cars to clean; they scrub, sweep again and dust the seats before they train pulls out with a feather duster. They often have extra cars to clean. The women clean the spitoons. The men bring the water to the car. One bucket has disinfectant in it to be used for washing the spitoons. They pour the water back and forth into the spitoons and wipe off the top of the spitoons with waste. The refuse from the spitoons is poured into a barrel along the tracks which are hauled away on flat cars.

CUSPIDORS

Charlotte, N.C. Cleaning Yard, Pullman Car Lines

"The cleaner scrubs the floors, polishes the stands and wipes the woodwork in the ends of the Pullmans, as far up as she can reach. She cleans the cuspidors emptying the waste on the waste heap where the cleaners for the Southern throw their waste."

CUSPIDORS

Charlotte, N.C. Cleaning Yards, Southern R.R.

"The women clean the spitoons pouring the water back and forth from the bucket to the spitoon. The water has disinfectant in it. The bucket of water with the refuse is carried across the tracks to a waste pile across from the station where the city collects it."

ADJUSTMENT RE

No. (7)

Toilet facilities - Car Cleaners

City and State	Division	Railroad
Richmond, Va.	Richmond, Va.	Southern - #1

1. Office, Shop or Platform
Manchester Car Yards

2. Official in Charge
J.J.Robinson, M.M.

3. Employee Involved
14 car cleaners

4. Address-street number if necessary

5. Source: Inspection of Agent

6. Statement of Case: The toilet supplied for the railroad and Pullman cleaners together is in a small yard shany. The flush has recently been out of repair for many months and is now only patched up temporarily. The hopper is of cast iron originally enameled, but this is badly chipped and worn, making it difficult to keep it properly cleaned. The old fixture should be replaced with a new instead of undergoing further repair.

Women should be regularly appointed for cleaning and supervision kept of their work.

7. Action by Agent: The attention of the Division Supt. was called to this need. He made a note of it and said he would look into the matter. (This interview with the official of the Southern was reported by the Agent to the Pullman Supt., F.X.Kaine)

8. If unadjusted, name of next higher official with address:
Coapman ? ,Fed. Mgr., Washington, D.C.

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman & Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection Jan. 24. 1920
USRA-WS No.3

12. Name of Agent. E.R.Hall

(#7)

#1

Town or Shop	Division	Railroad
Richmond, Va. Manchester Coach Yard	Richmond	Southern

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Coach Cleaners	12	0 (30 - 50)	12	14 (most colored a few white)	Have always had about 1/2 women

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918
10	7.30 A.M.	12 - 12.30	4 P.M.	Yes	8	10 (prior to national agreement)	
2	8 P.M.	12 - 12.30	4.30 A.M.				

Night Work Rotation: No rotation

Age of Women on night work: middle aged

Wages: Jan.1. 1918 and hours

1915			Order 27	Supplement No. July 1918 (Co. raise)	Present
7-1/2 ¢	11 ¢	(women)	20-3/4 ¢	28 ¢..... 28 ¢	(all) 45 ¢
11 ¢	13 ¢	(men)	22-3/4 ¢	30 ¢..... 30 ¢	

Nationality: Negro

Union Membership: All - Car Cleaners' Union

Names & positions of persons interviewed:
J.J.Robinson,Master Mechanic
- Welles, Ch. Cl. to M.M.
- Vassar, Yard Foreman

Date Jan. 24. 1920 Agent Edith R. Hall

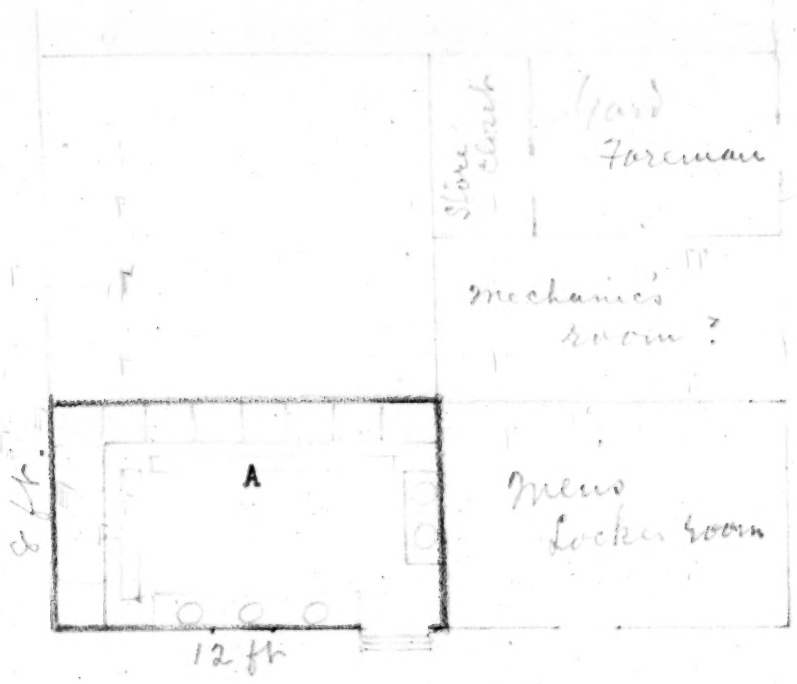
WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Shops, Roundhouse + Offices.

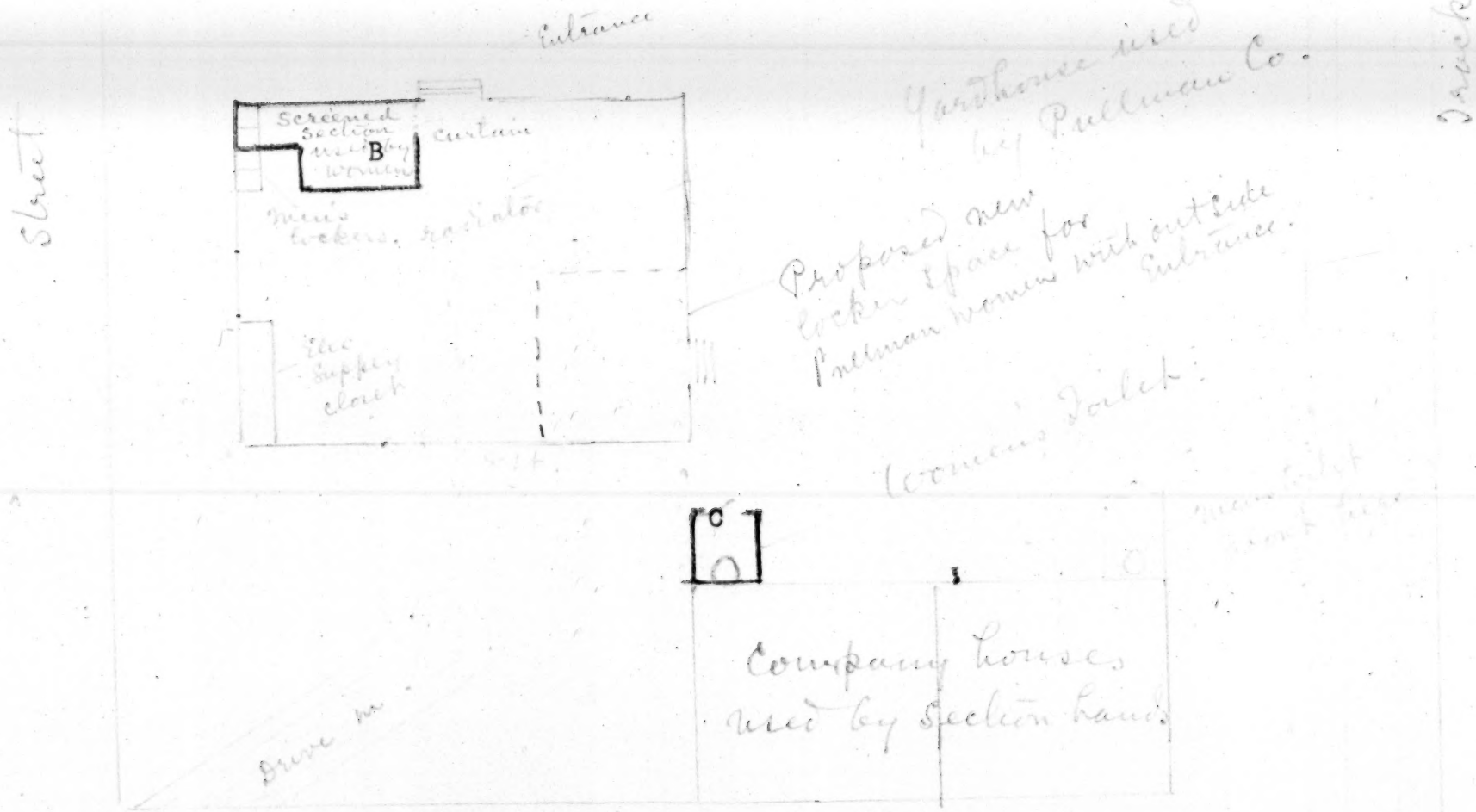
#6 & 7

Richmond, Va. - Southern R.R. - Manchester Yards.

Accommodations for Railroad and Pullman Car Cleaners



Yardhouse used by Southern R.R.



Southern Railroad - Richmond, Va.

Manchester Yards - Car Cleaners

1.

Twelve women are employed by the Southern R.R. in this yard, and the Master Mechanic reports that they have always had about half the force women. They are used only for inside work.

They do the usual sweeping, dusting and window washing. Also scrub the floors and wash off the pipes along the side. The foreman says he supplies the women with carpet knee pads and has them use a scrubbing brush and sponge. He rarely has a mop used, as he thinks it does not clean satisfactorily. (A woman was seen at work on one of the floors with quite thick carpet pads strapped to her knees. The cars just finished looked unusually clean in spite of the fact that they were old and shabby.)

Women are used also for the toilets, lavatory metal work and cuspidors*

Two women and a man are sent over each day to the C & O yards to clean 7 cars which lie over there instead of being taken across to South Richmond (Manchester Yard). They ride over on a train leaving at 8.40 A.M. and back on one arriving at 4 P.M., when they go home. Before leaving in the morning these two women clean the M.M's office.

Two other women work on the night shift, cleaning cars brought in after 4 o'clock.

2.

The only toilet, which is shared by the railroad and Pullman women, is a small shanty built against the wall of one of the yard houses. This contains an old fashioned cast iron fixture, once enameled, but now chipped and worn. The flush was out of order for fifteen months and during this time the foreman had to arrange for them to go to neighboring houses. After long neglect of his complaints, the foreman finally fixed the thing up so that it is working at present, but he says it is not in satisfactory repair and probably won't last long. The shanty is

At the time of the Agent's visit the shanty was piled up with coca-cola bottles, which the women had collected either from the trains or from their own refreshments, and were storing up to sell. The foreman cited this as one of the things it was hard for him to keep track of and said he would like very much to have a white woman assistant who could keep closer supervision of the women than he was able to. He says the class of colored women he has are not responsible enough to

Repair Toilet - Key in Locker Room

work alone and at times when he has to leave for other business he has no one to leave in charge.

Besides the toilet proper, there is a small, crowded and discouragingly shabby locker room, which, however, is not inadequate in any particular. There is a small wooden locker for each woman, five stationary zinc washbowls with running water, and a bench running around two sides of the room. A window over the washbowls gives sufficient light and air. (Separate locker space is provided for the Pullman women - see # 6) - (For all toilet facilities see diagram attached)

* The cuspidors are cleaned first in a bucket of water and disinfectant with a brush such as is ordinarily used with a dust pan. The foreman says that for this job he keeps a separate pail which, with the brush and polishing sponge, he has sterilized with steam twice a week.

The water from this bucket is dumped in the yard, as there is no sewer conveniently near. The foreman has considered it safe, as the yard has good drainage and he uses so much disinfectant. (Note street sewer used by Pullman cleaner. It is true that this is rather far off from the tracks used by the coaches - see report of interview with Supt. Arthur)

Manchester Car Yards,Southern R.R.
South Richmond, Va.

Interview with Mr. C.G.Arthur,Div. Supt.,Southern R.R.

On January 27. the Agent saw Mr. C.G.Arthur,Supt. of the Southern R.R.,at his office at 14th. & Mill St.,Richmond,and discussed with him several matters needing improvement at the Manchester Yard. Mr. Arthur is cordial and resonsive to suggestion and will be likely to give cooperation in securing improvements.

1. The needed repairs to the toilet. Agent urged replacement of the fixture on account of its dilapidated condition as well as needed repair. Mr. Arthur was quite sure this could be done.

2. Need for better facilities for the women in the Pullman service. Mr. Arthur said he would look into the matter of partitioning off a permanent room with an outside entrance (see diagram)

3. The foreman's request for a white gang leader. The Supt. said he would look into the situation and consult with the foreman. He said it would be difficult in that section to find a white woman for this work of sufficiently high grade to assume responsibility for supervision,but that didn't mean that none could be found.

The Agent mentioned the present unsanitary practice of throwing the cleaning water (especially that used in cleaning cuspidors) into the yard. Mr. Arthur thinks this can hardly be avoided as things are now,but he says that it is the intention to build between the tracks a cement conduit leading to the sewer,with removable iron gratings on top,so that it could be frequently and easily hosed out. He does not know when this can be put through,but hopes to have it soon as one of their improvements.

ADJUSTMENT RE No. 3
Atlanta Series

Inadequate dressing room

City and State	Division	Railroad #2
Atlanta Georgia	Atlanta	Southern Railroad Lines

1. Office, Shop or Platform
Repair and cleaning yards, Hooper St.

2. Official in Charge
D.H.Hooper, foreman of coach yds.

3. Employee Involved
Viola Barnes, and thirteen others

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:
See Memorandum for fuller description. The dressing is dark, badly maintained, contains no running water, and is not private.

7. Action by Agent:
2/21/20 Reported case to Manager of W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Fed. Mgr.

9. Action by Office:
Report 3/2/20 sent to General Mgr. Coapman & to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/17/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Atlanta Series 3

Town or Shop	Division	Railroad
Atlanta, Georgia-Southern Repair Yards-Hooper St.	Atlanta Div.	Southern Railroad Lines #2

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	Car cleaners inside	14	0	14	27 day trick 13 night "	"Many years ago"

No. on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
14	7 A.M.	11.30 to 12	5.30 P.M.	Yes	8	11	56	77
men only	(8 P.M.	12.30 to 1	4.30 A.M.)					

Night Work Rotation

Age of Women on night work: No women on night work now-there use to be.

Wages: Jan.1. 1918 and hours	Order 27	Supplement No. 4	New Agreement Present
11 1/2¢ women 15 ¢ men		28¢ all	45¢ all

Nationality:	Union Membership
American-colored	National Protherhood Workers of American, Local No. 6 (practically all women)

Names & positions of persons interviewed:

J.E.Rubley, chief clerk to Gen. foreman, Mr. Markham
T.J.Mobley, foreman of car cleaners
D.H.Hooper, foreman of coach yard. Viola Barnes, car cleaner

Date 2/17/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Atlanta Series No. 3

Duties.

The women work on day coaches, brushing up the floor on their hands and knees with a small hair brush(called "currying"). They mop up the floors with a regular mop and wipe off the woodwork. They either wipe off the windows with waste or wash them with boni-ami. They dust the plush seats with feather dusters. All papers and dirt collected from sweeping is thrown in the yards. The men who clean the spitoons also throw their refuse into the yards. Mr. Mobley said that there were three men assigned to cleaning up the yards, carrying the waste away to be burned.

A crew of two, one man and one woman clean toilets, which are also dumped on the yards. The man washes the hoppers, the woman mops the floors and dusts.

One woman does nothing but clean brass, another does nothing but clean vestibules.

These coach yards are part of a permanent repair yard one mile from the station. There are three sewer connections. A more efficient method for disposal of waste could easily be introduced. The yards are in bad condition.

Toilet and dressing room.

The toilet is used by the Pullman women as well as by the Southern women. It is the best toilet which the Agent has yet seen in the South. It is located in a room near the boiler room, some five or six steps from the ground, so the floor is dry. There are four compartment-but not screened. The toilets flush automatically at regular periods. There is a sign on the door. The main objection, stated by one of the women is that the men hang around the boiler room and often the women have to ask them to get off the steps so that they can get in. The place might be kept cleaner-it was not filthy however. It is not at a great distance from the yards and perhaps has its persent location because of the location of the sewer connection.

The dressing room for the women is a disgrace. Mr. Hooper claims that his women do not dress and undress for work-they live in the neighborhood he claims, and go home as they are. He also states that his cleaners are not so high class cleaner as the Pullman women. He says you can pick them out when they go home leaving the yards together. The Agent believes that if proper accomodations were fitted up for the women, the quality of women obtainable would be better. The standards of the women already hired would be improved. The dressing room is a part of a car.

Memorandum
Atlanta Series No.3

Toilet and dressing room.

one end of which is used for a storeroom. The men consequently come in and out, and there is no privacy for the women. The place is not kept locked. Steam has been put in the room, 16 wooden lockers(a few of which have locks-said by Viola to have been furnished by the women) and some closed shelves for the women tools and supplies. A wooden frame for a trough is in the centre of the room. Mr. Hooper said he started to have a wash place for the women, this trough to be lined with tin-but he thought the women would not use it. One straight chair and a few boxes were about the room. The place has been strung for electric lights but no bulb was attached to the connection. There was one window not cuttained and a few deck lights in the top of what formerly had a car. The place is gloomy and badly kept. Viola said there were rats and roaches about. The women seldom come in. They eat in the coaches.

Organization.

One of the men with whom the Agent talked claims that the Nat. Brotherhood Workers of America is affiliated with the A.F. of L.

F.E.Clark

ADJUSTMENT RE No. 4

No rest room-toilet at great distance

Atlanta Series

City and State	Division	Railroad #3
Atlanta, Georgia	Atlanta Div.	Southern Railroad Lines

1. Office, Shop or Platform
Switchboard-General offices

2. Official in Charge
W.G.Griffin, Mgr. of telegraph

3. Employee Involved
Christine Plunkett, and others

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:
The women have no rest room, not even an easy chair. The nearest toilet is on the 4th floor(the board is on the 2nd) adjoining Because of the distance and no relief the girl on the third trick is compelled to sit at her board the entire 8 hours.

7. Action by Agent:
2/25/20 Reported to W.S.S.

8. If unadjusted, name of next higher official with address:
J.A.Jones, Supt. of Telegraph, Charlotte, N.C.

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/17/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Atlanta Series 4

3

Town or Shop	Division	Railroad
Atlanta, Georgia-General Offices	Atlanta Div.	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
4	switchboard operators	4*	0	0	0	"Always"

*One relief person when operator is off sick(age is 17 yrs)

HOURS

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Present	Per Wk. Oct. 1918
1	7 A.M.	Eat on rr time	3 P.M.	Each works 3 Sundays out of 4	8	8	56 or 48	56
1	3 P.M.		11 P.M.					
1	11 P.M.		7 A.M.					
1	9 A.M.	12 to 1	6 P.M.					

Night Work Rotation

Age of Women on night work: One is 27-the other is a mother of an 8 years child

Wages: Jan.1. 1918 and hours	Order 27	Supplement No. 7	Present
$35		4 at 70	70

Nationality: American born

Union Membership: O.R.T.(1)

Names & positions of persons interviewed:

W.G.Griffin, Manager of telegraph
Christine Plunkett, operator
Willie M. Hill, operator and Eloise Roberts, operator

Date 2/17/20

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Atlanta Series No. 4

Duties

An uptodate flash, two-position board. No record is kept of number of calls.

Toilet, etc.

The board is located on the second floor. The nearest women's toilet, in fact the only one for all the women clerks in these general offices, is located on the 4th floor. The building is used exclusively by the Southern and is apparently owned by them. Eloise Roberts stated that one night one of the girls went to the 4th floor to use the toilet and found a sailor using it. Needless to say she experienced a great fright. In connection with the toilet there is provided for the girls in the building a hard cot and a straight chair. Miss Roberts said that when she is on night duty she is afraid to go to the 4th floor in fact she can scarcely leave her board for so long a time. She waits until she gets home and sometimes "she could just scream". The boy messengers who work in the adjoining telegraph office under the same chief refuse to learn the board and so the women at night can get no one to relieve them at the board.

There is no easy chair or rest room in connection with the exchange. There is an extra straight chair and a box, which contains batteries. There is one large steel locker, and a mirror in the room. A stationary wash basin with running water has been talked of but not installed. A water filler for drinking purposes has been provided.

The women are usually too busy to leave their boards to eat.

Ventilation.

Ventilation is bad. The room is small, with windows on two sides. The women complain that if they open the windows the wind blows on their heads. Transoms into the halls are usually kept open. The air was hot and foul the day of the inspection.

Organization.

The women are talking of joining a Brotherhood. They do not know whether to join the O.R.T. or the B. of R.C. Miss Roberts joined the O.R.T. several years ago.

Note: Mr. Beauprie, asst. to Mr. J.A.Jones, Supt. of Telegraph, from Charlotte was in this exchange the day the Agent inspected. He asked her how she found their conditions compared with other places (the Agent had discussed many points to be remedied with Mr. Jones when in Charlotte) The Agent told him that if he wanted to know the truth, she found conditions very bad on the Southern.

F.E.Clark

ADJUSTMENT RE No. 1

No toilet and dressing room

Charlotte Series

FEB 20 1920

City and State	Division	Railroad #4
Charlotte, N.C.	Charlotte.	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning yards

2. Official in Charge
Mr. Johnson, foreman in Charlotte
Mr. McBride, M.M., Spencer, N.C.

3. Employee Involved
Charity Burris, Mary Bonner and others

4. Address-street number if necessar

5. Source: Developed during inspection

6. Statement of Case:

The women have no dressing room and as some come on the cars, the need is greater than in the smaller towns where the women live nearby. The women have no toilet. They have been given permission to use the public toilets in the station-colored section.

7. Action by Agent:

2/18/20 Reported case to Manager, W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Federal Manager

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman & to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/12/20
USRA-WS No.3

12. Name of Agent. Florence Clark

ADJUSTMENT RE No relief day

No. 1
Charlotte Series

City and State	Division	Railroad
Charlotte, N.C.	Charlotte	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning yards

2. Official in Charge
Mr. McBride, M.M., Spencer, N.C.
Mr. Johnson, foremen, Charlotte

3. Employee Involved
Charity Burris, Mary Bonner, and others

4. Address-street number if necessar.

5. Source:
Developed during inspection

6. Statement of Case:

The women work 365 days in the year. With the rates of pay good colored women are obtainable for relief. The women however do not want the relief day, prefering the money. At least this is the statement of the two women with whom the Agent talked.

Contrast this situation with that at Salisbury wher the women as well as the men want one day off a week.

The Field Agent did not know whether the Manager would want to being this condition to the attention of the M.M. along with the Salisbury situation so took no action

7. Action by Agent:

2/10/20 Reported case to Manager, W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. McBride, M.M., Spencer, N.C. or Mr. Coapman, Federal Manager

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/12/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Town of Shop Charlotte, N.C. | **Division** Charlotte Div. | **Railroad** # 4 Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
5	car cleaners inside	8*	0	8	12 on three tricks	about 15 years ago
	and one extra who fills in when any one is sick					

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct. 1918	Per Wk. Present	Per Wk. Oct. 1918
4	7 A.M.	Have been told that they can have 15 minutes for lunch	3 P.M.	yes	8	10 or 11	56	70 or 77
2	3 P.M.		11 P.M.	"	8	10 or 11	56	70 or 77
2	11 P.M.		7 A.M.	"	8	10 or 11	56	70 or 77

Night Work Rotation

Age of Women on night work The day women reported that all the night women had children, they thought none was under 30 years of age

Wages: Jan. 1. 1918 and hours | **Order 27** | **Supplement No. 4** | **Present** | **New Agreement**

11¢ per hour - 10 or 11 hours (women)* 22¢ 45¢
13¢ " " - 10 or 11 " (men)

* In January 1917 the women were paid 70¢ a day. If they missed a day's work they were only paid 60¢ for the days they did work. The 10¢ a day was a sort of bonus for being regular. The men received $1.10 a day, or 11¢ per hour

Nationality: Colore - American | **Union Membership** 0

Names & positions of persons interviewed:

Charity Burris, cleaner
Mary Bonner, car cleaner.
Mr. Morris, foreman

Date 2/12/20 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Charlotte Series 1

Duties.

Most of the work the women do is on day coaches. However there are usually one dining car and one parlor car to be cleaned each day, and often a private car.

The oldest cleaner takes care of the private cars. She said that sometimes she has four private cars a week to clean and at other time only one private car for 4 or 5 days. She does not do the head linings in the private cars, but she washes the top part of the woodwork and cleans the lights. She does all the other inside cleaning.

The work done on the day coaches is practically the same as that done at Greensboro and Salisbury. The women sweep out the cars first. Here they get on their hands and ~~knees~~ with a hair brush and brush under the pipes and seats. They also brush off the plush seats with the same kind of brush if not the same brush. They scrub the floors, most often with cold water though hot water is obtainable in the yards. The men bring the water to the women. They either wipe off the windows with waste or wash them with boni ami.

The men clean the toilets. They are dumped when the coaches "are way down in the yards".

The women clean the spitoons pouring the water back and forth from the bucket to the spitoon. The water has disinfectant in it. The bucket of water with the refuse is carried across the tracks to a waste pile across from the station where the city collects it.

Some of the cleaning is done in the yards in front of the station, the rest in the cleaning yards a five minutes walk from the station.

Toilet facilities.

The women have no toilet and no dressing room. They are given permission to use the toilets in the colored section of station waiting room. They are not allowed to use the toilets in the coaches and the Agent feels confident that the order is obeyed by the colored people. The women said they carried their coats about with them. They have no place to change their clothes. Charlotte is a large city for the South and some of the women have to come on the street car. One of the women said, "We's gets so dirty-wes looks like a disgraceful. But wes got to go home."

Memorandum
Charlotte Series 1

Toilet facilities, etc.

The women usually wash under the faucet in the yard where there is cold water. Hot water can be obtained from the boiler room near the station or the cold water can be heated with steam, but as one woman said "this is dangerous". If they get the hot water they wash in the buckets.

The women said they were only allowed fifteen minutes for lunch. They sometimes eat in the coaches or eat walking, while going to the faucet for a drink.

Hours.

The women here work seven days a week every week the same as in Salisbury. When the Agent questioned them about this two of the women said they wanted to work the seven days to get the money. One of the old women told the Agent she appreciated her job. She said she use to work 12 hours at night and because she did not earn enough to live on the "white ladies was kind and gib her work to do by the days".

As the Agent did not know whether the Manager would want to ask Mr. McBride for the seventh day relief along with the Salisbury cleaners, she took no action herself.

F E. Clark

ADJUSTMENT RE No. 3

No rest room-not even an ~~easy chair~~ Charlotte Series

FEB 20 1920

5

City and State	Division	Railroad
Charlotte, N.C.	Charlotte	Southern Railroad Lines

1. Office, Shop or Platform
Private switchboard, General office Bldg.

2. Official in Charge
J.A.Jones, Supt. of Telegraph

3. Employee Involved
Mrs. Reba Finger, and three other operators

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:

The room is large enough if the records of the telegraph office were removed for one end to be fitted up and screened off for a rest room. There is no easy chair even for the women to eat their lunch in.

7. Action by Agent:

2/12/20 Brought matter to attention of J.A.Jones, Supt. of Telegraph who said "he would look into it."

8. If unadjusted, name of next higher official with address:

Mr. Coapman

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/12/20

12. Name of Agent. Florence Clark

USRA-WS No.3

Charlotte Series 3

#5

Town or Shop	Division	Railroad
Charlotte, N.C.	Charlotte, N.C.	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Telephone switchboard operators	4	0	0	0	Since switchboard opened, Nov. 18

HOURS

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct. 1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct. 1918
1	7 A.M.	See Memorandum for relief periods	3 P.M.	each gets one Sunday off a month	8*	no board at this time	56 or 48	No board at this time
1	10 A.M.		6 P.M.		8*		56 or 48	
1	3 P.M.		11 P.M.		8*		56 or 48	
1	11 P.M.		7 A.M.		8*		56 or 48	

* Because of rest periods do not work the entire 8 hours-see Memorandum for discussion.

Night Work Rotation

Age of Women on night work: Over 21 years.(Between 21 and 30)

Wages: Jan.1. 1918 and hours	Order 27	Supplement No. 7	Present
Jobs not created until Nov. 1918		4 at $73	$73

Nationality:	Union Membership
American born	0

Names & positions of persons interviewed:

Reba Finger, chief operator
W.C.Yates, Manager Telegraph office
J.A.Jones, Supt. of Telegraph
W.H.Potter chief clerk to Mr. Jones
Mr. Beaupre, Asst. Supt. of Telegraph

Date 2/12/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Charlotte Series 3

Duties.

This is a one place board, very busy however during the day trick. In a test day 2900 connections were made during the 24 hours. From 7 A.M. to 3 P.M. there are usually 90 to 100 long distance connections made, beside the regular calls. The board is an uptodate flash board.

The women "kicked" about the long hours without any relief so the 10 to 6 operator was put on. She takes the board when the regular operator has her relief periods. She fills in the rest of the time with clerical work. Mr. Jones claims that the present girl refuses to do clerical work.

Mrs. Finger wanted the Field Agent to take up with the Management the rotation of tricks. The Field Agent suggested that as long as she had thought of the idea she get the other girls to sign a request that they be rotated, in order that all would get the heavy board and all the light board at night. The Agent told her to do this immediately. In case they failed the W.S.S. would assist them if it came to their attention before March first.

Hours.

The first trick operator is relieved for an hour by the 10 to 6 operator, from 10.30 to 11 A.M. and again from 12.30 to 1 P.M. The second trick operator is relieved an hour also from 4.30 to 5 P.M. and again from 5.30 to 6 P.M. The 10 to 6 operator also relieves the regular girls on first and second trick whenever they want to use the toilet and wash room on the 5th floor.

Under the New Agreement the Management is preparing to increase the wages , paying the girls for the time they work on Sunday instead of giving them a regular day off each week.

The girl on third trick has no regular relief. The board is not busy and she can be off 10 minutes at a time and if necessary a messenger boy from the adjoining telegraph office comes in and watches the board.

Toilet, rest room, etc.

The nearest toilet is on the 5th floor. The Board is on the 3rd floor Mr. Yates who supervises the girls is a considerate man and has arranged it so that the girls can use the toilet at any time. This was the testimony of Mrs. Finger who has worked both the day and night tricks.

Memorandum
Charlotte Series 3

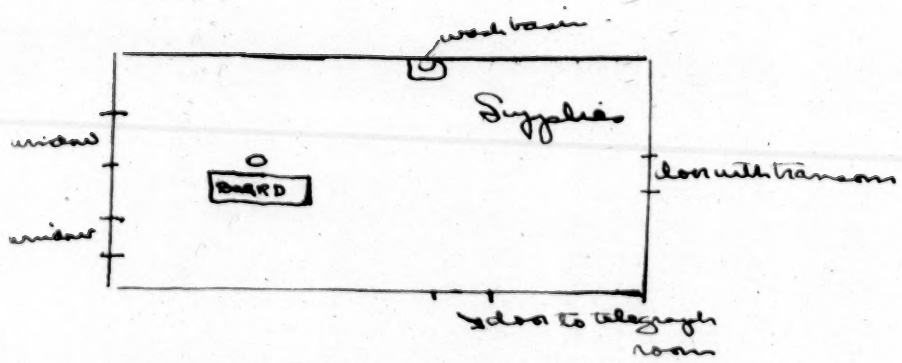
Toilet rest room, etc.

The building is a new 12 story building certain floors of which are rented by the Southern Railroad. It has not been planned with the railroad needs in mind.

The women have no rest room and not even an easy chair. An extra high straight chair,(Mr. Yates own office chair donated to the cause) and two other straight chairs are in the room. There is no easy chair and no couch though there is room for both. One end of the room could easily be fixed up for a rest room if the supplies kept in there by the telegraph department were removed. The men come in constantly for these records and supplies. A wash basin with running water is in the room.

The windows are at one end of the room. The day the Agent inspected it was very warm. When asked why the windows were not opened Mrs. Finger said that because of the damp air she had closed them. The damp air was bad for the board-she could not hear. A transom into the hall gives some but not enough ventilation when the windows are closed.

F.E.Clark



ADJUSTMENT RE No. 1
Columbia Series

No toilet and dressing room

City and State	Division	Railroad #6
Columbia, S.C.	Columbia	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning Yards

2. Official in Charge
J.H.Fetner, Master Mechanic

3. Employee Involved
Darcus Castor, Mary Marshall, Victoria Sumter and others

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:

The women have no dressing room and no toilet. They are permitted to use the public toilets in the station, about ten minutes walk from the yards. The basement of the car inspectors office, all above ground offers available space for installing toilets and dressing rooms.

7. Action by Agent:
2/18/20 Reported case to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. J.H.Fetner, Master Mechanic or Mr. Coapman, Federal Manager

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman & to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/16/20

12. Name of Agent. Florence Clark

USRA-WS No.3

ADJUSTMENT RE No seven day of rest

No. 1
Columbia Series

City and State	Division	Railroad #6
Columbia, S.C.	Columbia	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning Yards

2. Official in Charge
J.H.Fetner, Master Mechanic

3. Employee Involved
Darcus Castor, Mary Marshall, Victoria Sumter and others

4. Address-street number if necessar

5. Source: Developed during inspection

6. Statement of Case:
The women work 365 days in the year. With the amount of colored help available in the South the women should be relieved from work one day a week specially at this time when they have had such a substantial increase and will not feel the effects of a reduction in earnings.

7. Action by Agent:
2/18/20 Report case to W.S.S. for action

8. If unadjusted, name of next higher official with address:
Mr. J.H.Fetner, M.M. Columbia, or Mr. Coapman Federal Manager

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/16/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Columbia Series 1

#6

Shop	Division	Railroad
Columbia, S.C.	Columbia	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car cleaning inside	9*	0	9	19 on three tricks	At least 10 years ago

* A few subsitutes in addition

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Present	Per Wk. Oct.18
3	7 A.M.	15 minutes for lunch	3 P.M.	yes	8	10	56	70
2	3 A.M.		11 P.M.	"	8	10	56	70
4	11 P.M.		7 A.M.	"	8	10	56	70

Night Work Rotation

Age of Women on night work: About 36, 43, 45, 50, 32, and 40

Wages: Jan.1. 1918 and hours	Order 27	Supplement No.4	New Agreement Present
$.85 for 10 hours(women)		28¢ men and women	45¢
$1.35 for 10 hours(men)			

Nationality:	Union Membership
American-colored	0

Names & positions of persons interviewed:

J.H.Fetner, Master Mechanic(over telephone)
Jack Peele, car inspector
H. T. Elder, car inspector
Darcus Castor, cleaner
Mary Marshall, Cleaner
Victoria Sumter, cleaner

Date 2/16/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Columbia Series 1

Duties

About thirty coaches are cleaned on each trick. The women work only on the day coaches. The men do the outside cleaning of the day coaches and all the cleaning on the diners. The men clean the toilets, some of which are dumped in the yards a good ten minutes walk from the station. The men on the first and second tricks also clean the spitoons. A woman cleans the spitoons on the third trick. In this yards spitoon cleaning has been considered men's work. The refuse from the spitoons is dumped in a keg in the yards and later burned. The woman on the third trick washes the spitoons down near the boiler house on the way to the station. She throws her waste on the garbage pile. The spitoons are not washed in the coaches on on the platforms but on the ground.

The men do the head lining in the day coaches. The women scrub the floors, wipe the windows with bonn ami, and brush off the seats with a short haired brush.

Toilets, dressing room, etc.

The women have no dressing room and are forced to carry their extra wraps and lunch baskets with them from car to car. Mr. Elder said he had tried to get Mr. Redwine the foreman to permit him to build lockers for the women like he had for the men. The women eat in the coaches.

The women have no toilets. They have been given permission to use the toilets in the colored section of the General Waiting room. When they are working in the yards, they have about a ten minute walk one way to reach the station. Mr. Poole said it was a dischargable offense for them to use toilets in coaches.

In the Car inspectors office half way between the cleaning yards and the station, there is room to build a rest room for the women. The office is on the level with the tracks. The basement of this building all of which is above ground contains the lockers for the colored men and a shower made by the car inspectors themselves for their own use. The sides of the building are badly in need of repair. But sewer connections are within 100 feet, steam runs across the ceiling of the basement, and there is running water. The car inspectors have made a wash trough for themselves on the first floor next to the office, and have built lockers for themselves also. At least one half of the basement is used for nothing but storage and Mr. Elder said the material could be stored elsewhere.

Memorandum
Columbia Series 1

Toilets, etc.

The women say they do not wash before going home. They have no place but the yard faucet or their buckets.

The yards at night are dark. The women use a lantern to go from the station to the yards. They do cleaning in both places.

They eat their lunches in the coaches.

Organization.

The men have organized but have refused to let the women belong. The Agent advised the women to put in formal application and in case they were refused to write to the W.S.S. if before March first, if ~~not~~ after March first, to Frank Morrison of the A.F. of L.

F.E.Clark.

CUSPIDORS

Columbia, S. C., Cleaning Yards. Series #1

The men on the first and second tricks also clean the spitoons. A woman cleans the spitoons on the third trick. In this yard spitoon cleaning has been considered men's work. The refuse from the spitoons is dumped in a keg in the yard and later burned. The women on the third trick washes the spitoons down near the boiler house on the way to the station. She throws her waste on the garbage pile. The spitoons are not washed in the coaches or on the platforms but on the ground.

ADJUSTMENT RE **No. 3**

Overtime without pay, back pay, and long hours.

Columbia Series

FEB 20 1920

City and State	Division	Railroad #7
Columbia, S.C.	Columbia	Southern Railroad Lines

1. Office, Shop or Platform
Passenger Station

2. Official in Charge
M.P.Trapp, Stationmaster
F.S.Collins, Div. Supt.

3. Employee Involved
Belle Bates, 505 1/2 Sumter St., Columbia, S.C.
Charlotte Smith night matron

4. Address-street number if necessar

5. Source:
Developed during inspection

6. Statement of Case:
The matrons have never been put on an 8 hour schedule and have not been paid overtime for the 4 extra hours they work each day.

To adjust the matter back pay should be given them for time worked over eight hours since Sept. 1918 and in the future a third matron should be put on.

7. Action by Agent:

2/16/20 Brought matter to attention of T.J.Royster chief clerk to the Div. Supt. F.S.Collins. He promised to ask the Stationmaster if the women were working 11 1/2 hours. If so he promised to bring the matter to the attention of the Div. Supt. with recommendation that overtime be paid and back pay given.

2/18/20 Matter should be followed up by Manager of W.S.S. Letter should be written to Mr. Collins, recommending the third matron. Or if a final report is to be made to the Southern, this case should be included in those which go to the Federal Manager or the new Pres.

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Federal Manager

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman & to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/16/20

12. Name of Agent. Florence Clark

USRA-WS No.3

Columbia Series 3

Town or Shop	Division	Railroad #7
Columbia, S.C.	Columbia	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
8	matron	2	0	2	0	"Always"

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct.1918 Present	Per Wk. Oct.1918
1	8 A.M.	1 to 1.30	8 P.M.	yes	11 1/2	11 1/2	80 1/2	80 1/2
1	8 P.M.	1/2 hour off	8 A.M.	yes	11 1/2	11 1/2	80 1/2	80 1/2

Night Work Rotation

Age of Women on night work: nearly 60 years old

Wages: Jan.1. 1918 and hours — Order 27 — Supplement No. 7 — Present

$22.50 for 12 hours — $47.50*

* Still working 12 hours-salary is for an 8 hour day under Government orders -See Memorandum

Nationality: American-colored

Union Membership: 0

Names & positions of persons interviewed:
Belle Bates-day matron
J.H.Dent, night stationmaster (by telephone)
Ida Hancock Information Clerk
~~T. J. Rogers, Chief Clerk to Supt~~

Date 2/16/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Columbia Series 3

Duties.

The matron sweeps the two main waiting rooms, the colored and the white. She also scrubs, sweeps and dusts the two women's waiting rooms, the one for the white the other for the colored. She also assists the women passengers to the train.

Hours and Wages.

The matron stated that she is on duty for 11 1/2 hours. She has been told by the station master Mr.M.P.Trapp not to leave until the night matron comes on. As Mr. Trapp was home sick, the Agent called up the night station master, Mr.J.H.Dent(telephone 2470J) who stated that the matrons had the same length hours as the station masters. The stationmasters work from 7 to 7, while the matrons work from 8 to 8.

Before the Agent had got in touch with the stationmaster, she went to the office of F.S.Collins, Div. Supt. The chief clerk T.J.Royster looked up the basic rates of pay($22.50) and the present rate of pay $47.50. The Agent asked what overtime the matrons made and Mr. R. stated none was paid them. The Agent stated that the matrons claimed that they worked 11 1/2 hours,and under Sup. 7 they were entitled to overtime for the 9,10,11,12thhours. Mr. Royster agreed to this but said he would have to establish the fact as to their hours before making a change, or giving them back pay. The Agent later called Mr. Dent to check up on matron's statement as to hours.

Back pay should be paid but instead of paying overtime in the future a third matron should be put on.

Florence E. Clark

ADJUSTMENT RE

No toilet and dressing room

No. 1

Greensboro Sa 1

FEB 16 1920

8

City and State	Division	Railroad
Greensboro, N.C.	Danville	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning yards

2. Official in Charge
Greensboro- E.A.Long, foreman of car repair
Spencer,N.C.-Mr. McBride, Master Mechanic

3. Employee Involved
Six women car cleaners-Anna Wommack, Eliza Roberts, Maria Howard, Francis Gay, Sarah Houston, and Lucy Reeves.

4. Address-street number if necessary

5. Source:
Developed during inspection

6. Statement of Case:
No dressing room and no toilet are provided.

7. Action by Agent:
2/13/20 Reported case to Manager of W.S.S. As case involved expenditure Agent did not take of case locally due to early return of the roads.

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Federal Manager

9. Action by Office:
Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/10/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Greensboro series 1

Town or Shop	Division	Railroad #8
Greensboro, N.C.	Danville	Southern Railroad lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	car cleaners inside	6	0	6	11	at least 12 years ago

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918 Present	Per Wk. Oct. 1918 Oct.18
2	7 A.M.	20 minutes for lunch on railroad time	3 P.M.	yes-	8	10	56	70
2	3 P.M.		11 P.M.	every	8	10	56	70
2	11 P.M.		7 A.M.	Sun-day	8	10	56	70

HOURS

Night Work Rotation

Age of Women on night work: ages of women on second trick 43 and 36; " " " " third " "about 35-settled women"

Wages: Jan.1. 1918 and hours	Order 27	Addendum to Supplement No. 4	New Agreement Present
11¢-10hours or 11 hours(women)* 13¢-10 or 11 hours(men)		28¢	45¢

* In January 1917 the men were receiving 11¢ a hr., the women 6¢ an hr., if the women worked every day during the week they were given 10¢ a day as bonus, making 70¢ for 10 hours work instead of 60¢.

Nationality: American-colored

Union Membership: 0

Names & positions of persons interviewed:

E.A.Long, foreman of car repair
E.L.Faulconer, clerk
Eliza Roberts, cleaner
Maria Howard, cleaner
Francis Gay, cleaner
Sarah Huston, cleaner.

Date 2/10/20

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum to Greensboro Series 1

Greensboro is a small terminus for short branch lines running to Ramseur and to Winston-Salem. The trains make several runs daily and it is these coaches which the women clean. They have no parlor cars or dining cars to clean.(One or two men work for the Pullman Lines, no women at Greensboro)

No. 1-Nature of Duties

The women on first trick do all the inside cleaning below the head lining, sweeping and moping the floors*, brushing down the plush seats with a short stiff brush and later after the car is ready to go with a feather duster; wiping off the woodwork with renovator oil; wiping off the windows with waste and at times washing them with boni ami. The women scrub the cars only once a week. On the day trick there are 2 or 3 coaches on the Winston train in the morning which have to be gone over again at noon after its return trip. There are two coaches on the Ramseur train which the day women also do, and in addition any extra coaches.

The coaches are cleaned in the coach yard which is a fairly high yard just across from the station and off from the main street, in the yards at "Surgeon's Foundry" a five to ten minute walk on way from the station, and also in front of the station.

Most of the toilets in these day coaches are open toilets and so contain no refuse to be dumped when they get into the yards. Some however are the flush toilets and these are dumped wherever the car is drawn up. The women clean the toilets. Sarah Houston one of the cleaners said that she sometimes found that the leather or plush seat in the toilets used instead of the toilets and these were very difficult to get clean. (From what the Agent knows of the Mountain people and the lack of sanitation, she believes that the cleaner is telling the truth.)

Because of the wide use of snuff and chewing tobacco by both men and women in the South, spitoons are in most of the day coaches. The boys in the yard bring a pail of hot water in which disinfectant has been placed, to the coach platform. The cleaners usually fill the spittoons with the water and let them soak. They later wash around the inside of the spittoons with an old broom and throw the contents into the yards. They wash them again and this time they use their hands in wiping out ~~in~~ the inside with waste.

The men vacuum the cars, do the outside cleaning, and also the head lining.

* On second trick the men mop the floors - the women do the other inside work.

No.2-Physical care.

The women have no dressing room and are compelled to carry their wraps and lunch along with them from coach to coach.

They women have no toilet room-they have been forbidden to use the toilets in the coaches and the Agent feels that the rule is observed better here than in the north on account of the relationship of the white and colored people. The colored respect an order issued by a white person and it is a grave offense for them to use facilities provided for white people. The women have permission to use the toilets in the station and do so. In this connection it must be remembered that the colored waiting station is never maintained so well as the white waiting station. A colored cleaner using the public toilets in the colored waiting room is not considered the same as a white cleaner using the toilets in a white waiting room in the north. All colored people are considered in the servant class. The distances are very great if the women are in the yard at "Surgeon's Foundry", about a 15 minute walk there and back. There are three evil smelling toilets and two wash basins in the colored waiting room. To reach them one passes thru the small separate waiting room for colored women which contains a small child's bed. A child or baby at sleep would be exposed to whatever germs the cleaners had picked on their clothing in the coaches, toilets, and spitoons.

The boys bring the water for washing the coaches to the women. Sometimes the women have water left and in one of the cans used as a dipper or in the bucket itself the women wash. They often do not wash at all before going home. They wipe on the waste, or handkerchief. One of the women said she used to being a towel but it was stolen as they have no place to keep their possessions. They have hot water to clean the cars in winter.

The men have a sort of dressing room where their supplies are kept which they ~~use to~~ take off their overalls. They have no toilets.

No.3- Health Hazards

The women clean the cars at night in front of the station on live tracks. The cars are blue lighted for protection.

No. 5-Wages.

The cleaners are paid an extra hour for punching the time clock.

Organization.

No organizer has been around. The cleaners however went out on strike with the crafts, last August.

E.C.S.

ADJUSTMENT RE

FEB 16 1920

No. 3
Greensboro Series

Long hours and no pay for 11th and 12th hours.

City and State	Division	Railroad # 9
Greensboro, N.C.	Danville	Southern Railroad Lines

1. Office, Shop or Platform
Passenger station

2. Official in Charge
Mr. Blair, Station master
A.D.Shelton, Div. Supt.

3. Employee Involved
Minerva Eckel, day matron and night matron

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:

The matrons are working 12 hours instead of 8 hours as provided for in Supplement 7. This makes an 84 hour week as the women work Sundays and holidays.

The women ~~have been~~ are on duty for 12 hours. The day matron at least has been paid for only 10 hours. She herself was ignorant of her regular salary and how much overtime she was paid.

7. Action by Agent:

2/10/20 Agent advised Minerva Eckel to ask for overtime for the 11th and 12th hours or to ask for 2 regular hours off. (Because of the position of the colored person in the South and the fact they are unorganized, they can do nothing for themselves. W.S.S. should act with officials.)

2/10/20 Agent talked with the station master who admitted that three matrons were needed but he said he did not feel in a position to recommend it officially.

8. If unadjusted, name of next higher official with address:
A.D.Shelton or Mr. Coapman

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/10/20

12. Name of Agent. Florence Clark

USRA-WS No.3

Greensboro Series 3

Town or Shop	Division	Railroad #9
Greensboro, N.C.	Danville	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
8	matrons	2	0	2	0	Always

No.on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day: Present	Per day: Oct.1918	Per Wk. Oct.1918: Present	Per Wk. Oct.1918: Oct. 8
1	7 A.M.	eats while on duty	7 P.M.	yes	12*	12	84*	84
1	7 P.M.	eats while on duty	7 A.M.	yes	12	12	84	84

* see Memorandum for discussion

Night Work Rotation

Age of Women on night work 50 years or over

Wages: Jan.1. 1918 and hours — per month $15 for 12 hours

Order 27

Supplement No.7 — per month $40 and overtime for 2 hours* earnings about $50

Present

* see Memorandum

Nationality: Colored-American

Union Membership: 0

Names & positions of persons interviewed:

Mr. Blair, Station master
Minerva Eckel, matron
A.W. Shelton, Div. Supt.

Date 2/10/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Greensboro, N.C. Series 3

Duties

The Porter (man) does the scrubbing of the station once a week-the maids sweep and dust the general waiting rooms as well as the separate rooms for the women. The depot is divided into two sections, one for white, the other for the colored. The maids scrub the toilets and keep them in good condition ~~during the day~~. There are 4 toilet compartments and three wash basins in the white section and 3 compartments and 2 wash basins in the colored section. The toilets in the colored section are in bad repair and are evil smelling. The maids also assist the passengers during the day, even carrying their bags to the trains. The maids do none of the window cleaning.

Wages and hours

The day matron with whom the Agent talked said that they have been given permission to go off between trains if their work is done. She says that during the day there is no train (unless one is late) between 9.20 A.M. and 12 noon. She finds that it takes her practically all this time to get her cleaning done. She sometimes walks up to the postoffice and back but she says that she is on duty practically all the day-12 hours.

Minerva did not know how much her regular salary was-she said she got $50 but she did not think she got any overtime. The Agent found out from the pay rolls that the matrons receive $40 a month and Minerva is given 2 hours overtime at 16 1/2¢ per hour, making her monthly earnings about $50. According to her own statement she works and is on duty almost 12 hours. She is not paid for the 11 and 12th hours. It is another case of exploitation of the ignorant colored person.

The Agent talked to Mr. Blair the station master who said that Minerva was only expected to work 10 hours-he admitted however that she had to do the cleaning or she could not go off for the two hours. He thought she could go off for the two hours and still do the cleaning. After the Agent stated that she did not see how the matron could get all the cleaning done from 9.20 to 12 when the passengers were out of the station, Mr. Blair admitted that the women were on duty the 12 hours the same as he was. He said that if the women should go off a few minutes early in the evening they were sure to be wanted. He said that he could not recommend that three matrons be put on but that was what was needed.

The Agent advised the matron to ask for overtime for the 11th and 12th hours or to ask for definite 2 hours off. The women are unorganized. Because of this and the traditional attitude of the white to the colored ~~it xxxxxx~~ it is impossible for these women to help themselves.

Florence E. Clark

ADJUSTMENT RE No. 1

No toilet and no dressing room

Knoxville Series

City and State	Division	Railroad #10
Knoxville, Tenn.	Knoxville	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning yards

2. Official in Charge
M.R.Ebbs, car foreman

3. Employee Involved
Annie Martin, and other cleaners

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:
The women have no dressing room. They have only the use of the station toilet, a great distance from their work when they are down in the yards.

7. Action by Agent:
2/25/20 Reported case to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. Coapman

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/21/20

12. Name of Agent. Florence Clark

USRA-WS No.3

Knoxville Series 1

Town or Shop	Division	Railroad
Knoxville, Tenn.	Knoxville	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car cleaner inside	11	0	11	25 men on 3 tricks(all of them white)	Many years ago

HOURS

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Present	Per Wk. Oct.1918
4	7 A.M.	15 minutes to eat on railroad time	3 P.M.	yes	8	11	56	77
3	3 P.M.	"	11 P.M.	"	8	11	56	77
4	11 P.M.	"	7 A.M.	"	8	11	56	77

Night Work Rotation

Age of Women on night work 23, 30, 39, about 39, about 40, between 30 and 40(guessed at by one of day cleaners)

Wages: Jan.1. 1918 and hours 16¢ men and women

Order 27 28¢

Supplement No. 4

Now Agreement Present 45¢

Nationality: Colored

Union Membership 0

Names & positions of persons interviewed:

H.A.Taft, clerk to foreman
H.H.Ebbs, car foreman
Annie Martin, cleaner

Date 2/21/20

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Knoxville Series No. 1

Duties.

There are no special features in the cleaning to be mentioned. They women work on day coaches, sweeping with a broom, scrubbing the floor, wiping the windows, washing them with hot and when they need it, wiping the woodwork, washing the spittoons and toilets. The waste is dumped in the yards, never in the station, The men do the headlining. About 64 cars are cleaned on the three shifts, some 25 or 30 on the first shift.

Mr. Ebbs said there were no coach yards in which to do the cleaning-a freight might be switched back on to a coach at any time. The coaches are blue-flagged when the men are working on headlinings.

Toilet facilities.

The women have no dressing room. Mr. Ebbs said that at one time lockers were provided for the women in the storeroom but because of the crowded condition they could not be used now. The women have no toilet. They are expected to use the toilet room upstairs in the station for the colored women. If they are working down in the yards, 20 minutes would be consumed in making the trip up to the station and back again. The repair men have toilets in several places in the yards. They also have a toilet on the first floor of the station. Mr. Ebbs said the women needed a toilet. Most of the southern men, interviewed by AGS have not even acknowledged that colored women should be furnished with a toilet.

F.E.Clark

ADJUSTMENT RE

No. 1
Salisbury Series

No relief day

FEB 20 1920

City and State	Division	Railroad #11
Salisbury, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning yards

2. Official in Charge
C.H.Smith car inspector, Salisbury
Mr. McBride, Master Mechanic, Spencer N.C

3. Employee Involved
All colored women and men cleaners, some of whom are Cora Grasly, PearlMcKenzie and ~~Isaac Campbell~~

4. Address-street number if necessar

5. Source: Developed during inspection

6. Statement of Case:

The men and women would like to have one day off in seven, at least one day off in every two weeks. They are willing to lose the extra pay. They formerly had extras who worked when they were absent. The foreman, Mr. Smith claims to have had the matter up with Mr. McBride, but for some reason he prefers that the regular force work seven days.

7. Action by Agent:

2/18/20 Reported case to Manager of W.S.S. Letter should be written to Mr. McBride asking him to arrange for a relief day for these cleaners. Mr. McBride- Master Mechanic, Spencer, N.C. (The Charlotte cleaners have no relief day either but they do not want it. They prefer the extra money)

8. If unadjusted, name of next higher official with address:
Mr. McBride, Master Mechanic, Spencer, N.C. or Mr. Coapman, Washington

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/11/20
USRA-WS No.3

12. Name of Agent. Florence Clark

ADJUSTMENT RE

No toilet and dressing room

No. 1
Salisbury Series

City and State	Division	Railroad # 11
Salisbury, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning Yards

2. Official in Charge
C.H.Smith car inspector

3. Employee Involved
Cora Grasly, Pearl McKinzie, Sue Barber, Bydia Shipp,

4. Address-street number if necessary
Salisbury, N.C.

5. Source: Developed during inspections

6. Statement of Case:
No dressing rooms. No toilets. The cleaners have been given permission to use the public toilets in the colored waiting room. These are at a great distance from the cleaning yard.

7. Action by Agent:
2/18/20 Reported case to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Federal Manager

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/11/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Salisbury Series 1

ADJUSTMENT RE

No. 1
Salisbury Series

Hours of second trick contrary
to Craft agreement

City and State	Division	Railroad #11
Salisbury, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Lines

1. Office, Shop or Platform
Cleaning yards

2. Official in Charge
C.H.Smith, car inspector

3. Employee Involved
Night trick colored cleaners, men and women, including Sue Barber and Lydia Shipp

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:

The car inspector, Mr. Smith told the Agent that the skilled men, mechanics and carmen work on three tricks which do not over lap each other. The cleaners who work on the same cars are on two tricks, the second trick overlaping the second and third tricks of the carmen. Mr. Smith said this was done because of the time of arrival and departure of trains. The colored people had not complained(In talking with some of the women and men, the Agent found out that they had never seen their agreement)

As the Agent understands the Agreement where the carmen work three shifts, the car cleaners who work along with them, should have similar hours

7. Action by Agent:

2/18/20 Reported case to Manager, W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. McBride, Master Mechanic, Spencer, N.C. or Mr. Coapman

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/11/20
USRA-WS No.3

12. Name of Agent. Florence Clark

3. Embr
Division Office, Eng
Philadelphia, Pa.
City Ins Dept

Town or Shop Salisbury, N.C. | **Division** Salisbury-Spencer Terminal Div. | **Railroad** Southern Railroad Lines # 11

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Car cleaners inside	4	0	4	7(on three tricks)	Last ten years

No.on each shift	Begin work	HOURS Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Present	Per Wk. Oct.18
2	7 A.M.	20 minutes paid for be railroad	3 P.M.	yes-every Sunday	8	12	56	84
2	8 P.M.		4 A.M.	"	8	12	56	84

Night Work Rotation

Age of Women on night work "Neighborhood of 35 and 40 years old"

Wages: Jan.1. 1918 and hours	Order 27	Supplement No.4	New Agreement Present
13¢ per hour-10 or 11 hours(men)		28¢	45¢
11¢ " " -10 or 11 " (women)*			

* In Jan. 1917 the women were paid 70¢ a day. If they missed a day during the week the 10¢ bonus was removed for that week. The men received $1.10 per day. making their daily earnings 60¢

Nationality: Colored

Union Membership 0

Names & positions of persons interviewed:

C.H.Smith car inspector
Cora Grasly, car cleaner
Pearl McKinzie, car cleaner
Isaac Campbell, car cleaner

Date 2/11/20 **Agent** Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Salisbury Series 1

Duties

These car cleaners work on day coaches. The men clean the toilets and the outside of the cars. The women brush off the seats with a small hair brush. They then sweep up the paper, carrying it over to the waste heap where it is burned. They clean the windows, sometimes with waste, when they need it with Boni-Ami. The women clean the spitoons. The men bring the water to the car. One bucket has disinfectant in it to be used for washing the spitoons. They pour the water back and forth into the spitoons and wipe off the top of the spitoons with waste. The refuse from the spitoons is poured into barrels along the tracks which are hauled away on flat cars. (The day crew usually have 6 regular cars to clean; they scrub, sweep again and dust the seats before the train pulls out, with a feather duster.) They often have extra cars to clean.

Toilet facilities.

The women have no toilets and no dressing room. They are not permitted to use the toilets in the coaches and the Agent believes this rule is rigidly observed. They have been given permission to use the public toilets, of course in the colored section. The women said the "public toilets were kept right nice by the colored maid". They have never been forbidden to go to them. Part of the cleaning is done in the station, the rest in the cleaning yard, a five to ten minutes walk from the station. When they are in the cleaning yards the women said "they makes out till they gets to the station cleaning. They never takes pills".

The women carry their wraps and lunches along with them from car to car. One of the day women said she usually eats her lunch in the watchman's shanty with the watchman. The other day woman said she seldom ate anything. They had been told they could have 20 minutes.

The women said they usually wash under the hose in the yard, where only cold water can be obtained. They have soap which they have been using to clean with. They dry their hands on a rag or waste.

The skilled mechanics and carmen have no toilets either.

Hours, arrangement of tricks.

This is a three trick yard. All the skilled men are on tricks which do not overlap. The colored cleaners however both men and women have an irregular night trick, which overlays the second and third tricks of the skilled men. The car inspector Mr. Smith said that the Master Mechanic had arranged the hours of the cleaners to conform with the movement of trains. It is clearly contrary to the Wage Agreement.

Sals to wcs?

Memorandum
Salisbury Series 1

Hours, etc.

Pearl McKinzie and Cora Grasly both said that they wanted Sunday off. They were willing to lose the extra money in order to have some time to go to church. They said formerly they were allowed to have a relief cleaner but lately Mr. McBride the Master Mechanic would not let them have one. Pearl said, "We have not time to even go to our children's funerals-what if they should die". The two women said that there were plenty of good women who would be glad to act as relief cleaner, in fact the former relief cleaner would be only too glad to get back at the work.

While the Agent was talking to the women Isaac Campbell a colored man cleaner asked if there was a man who went around for the men like she was doing for the women. The Agent asked him his trouble. He said the men wanted a relief day, too. They were willing to earn that much less to have some time to themselves.

The Agent promised them that the W.S.S. would bring the matter to the attention of the Master Mechanic.

Organization.

Isaac Campbell asked the Field Agent about organization. He was anxious to form a local of car cleaners. The Agent gave him the address of the American Federation of Labor.

Quality of work of women cleaners.

The Agent saw Mr. McBride the M.M. before she went to Salisbury. At this time he told her that he thought the women did better work on the inside cleaning than the men. The women however refuse to work on headlinings. He thinks that the men can be switched about from one jobs to another where the women can not. Now as long as both men and women get the same rate of pay, he has ordered that when women leave men should be hired in their places. The Agent does not believe that men will do the "slop" work as they call it, that is the wet cleaning, as women have been on the jobs for years in the South and the work is considered peculiarly their own.

F.E.Clark

ADJUSTMENT RE No. 2

No time off on Sundays-formerly had a few hours off

Salisbury Series

FEB 20 1920

City and State	Division	Railroad # 12
Salisbury, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Lines

1. Office, Shop or Platform
Passenger Station

2. Official in Charge
J.H.Rickmond, Supt.-Spencer, N.C.

3. Employee Involved
Mary Miller day matron-also night matron

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:

This is a 365-day job at a very low rate of pay. The matrons used to be allowed time off to go to church on Sundays-now they are not permitted to do this.

7. Action by Agent:
2/11/20 Reported case to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. J.K.Rickmond, Supt.-Spencer, N.C.

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/11/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Town or Shop	Division	Railroad * 12
Salisbury, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
8	matron	2	0	2	0	"Always"

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct.1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct.1918
1	8 A.M.	eats on duty	5 P.M.	Yes	9*	9	63	63
1	7 P.M.	1 hours off	6 A.M.	yes	10	10	70	70

* Is expected to leave an hour for lunch but never does, and is not paid for it

Night Work Rotation

Age of Women on night work about 30

Wages: Jan.1. 1918 and hours $15

Order 27

Supplement No.7

Present $40-day matron
$40 is rate of matron at night but because of overtime she draws about $50

Nationality: Colored

Union Membership 0

Names & positions of persons interviewed:
Mary Miller, day matron
(Under jurisdiction of J.H.Rickmond, Supt.-Spencer, N.C.)

Date 2/11/20

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Salisbury Series 2

Duties

The colored matrons in the South are expected to do a great deal more of the cleaning than the white matrons in the North. They do the sweeping up of the general waiting rooms for both the white and colored and the scrubbing and sweeping of the women's rest rooms, both white and colored. In addition they help the public out with baggage. Formerly the tips used to amount to something. Mary Miller said she received very little from tips today " because of the high cost of living".

Organization.

The colored men on the platform have organized and have asked the matron to join. She does not intend to.

Hours.

The matron complained of the 7 days work. She said formerly they were permitted to get off on Sunday long enough to go to church. Now they have been deprived of even that much time off. Sometimes they hire a relief matron themselves who does not appear on the Railroad pay roll. She is a young girl about 21 years old. They pay her out of their own salaries. Mary did not know what vacation meant-she asked the Field Agent to explain when she asked her if she had ever had one.

Wages

Mary Miller complained about her small salary. She said she did not think it fair when the car cleaners received 45¢ an hour. As she has been told she can take an hour off for lunch she can not claim overtime pay for the 9th hour. She has been on this job 12 years.

F.E.Clark

ADJUSTMENT RE No toilet and no adequate dressing room

No. 1
Sheffield Series

City and State	Division	Railroad
Sheffield, Ala.	Memphis	Southern Railroad Lines

1. Office, Shop or Platform
Car repair yards-one mile from station

2. Official in Charge
C.F.Allen, foreman of car repair

3. Employee Involved
Jessie Bentley, car cleaner(day) and night car cleaner

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:
A toilet for colored women was provided during the war but has recently been removed, apparently because two colored women are not to be considered. The storeroom used by both men and women is the only place where the women can leave their possession. It is not private enough for them to change their clothes.

7. Action by Agent:
2/25/1920 Reported case to W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Fed. Mgr.

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/20/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Sheffield Series 1

13

Town or Shop	Division	Railroad
Sheffield, Ala.	Memphis	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	car cleaners inside	2	0	2	4	May 1918

No.on each shift	HOURS: Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918 Present	Per Wk. Oct. 1918
1	7.30 A.M.	eat on railroad time	3.30 P.M.	yes	8	10	56	70
1	3.30 P.M.		11.30 P.M.	"	8	10	56	70
men only	11.30 P.M.		7.30 A.M.					

Night Work Rotation

Age of Women on night work 24 years old

New Agreement

Wages: Jan.1. 1918 and hours	Order 27	Supplement No. 4	Present
18¢ for 10 hours		30¢	45¢

Nationality:	Union Membership
American-colored	0

Names & positions of persons interviewed:

C.E.Allen, Genl. foreman car repair
H.B.Wade, planning mill foreman
Mr. Smiley, foreman of painting, over the women
Meyer Swanson, car clerk under Mr. Allen
Jessie Bentley, cleaner

Date 2/20/20

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Sheffield Series No. 1

Duties.

Note re car cleaner at Florence. Until 2 months ago there was a white woman cleaning the coaches on the shuttle train which plies between Sheffield, the division point, and Florence. She was stationed at Florence. The conductor on the train informed the Field Agent that she did not do good work, and he was of the opinion that she was fired. The Agent was informed by another person that the cleaner quit.

These two women stationed at Sheffield work under the General foreman of Car Repair, Mr. Allen, and work both at the repair yard and the station. The Repair yards are about one mile from the station. The women work entirely on day coaches, mail and baggage cars. They have no diners and parlor cars to clean. One of the trains cleaned goes down thru the state of Alabama to Birmingham. Mr. Sibley said the coaches were filthy-he was convinced that people were dirtier than hogs. He said this in all seriousness.

The women sweep the cars with a small brush to get all the dirt from under the seats (some of the cars are blown out by the men) They scrub the cars out every other trip. They clean the toilets, most of which are the open toilets. Those which are not are dumped in the yards. The women clean the kerosene lamps-they use an A-shaped step ladder. They also clean the spitoons, dumping the refuse in the yard. The refuse is later cleaned up by a man.

Night work.

These yards are rather lonely to work in at night. However there is a woman clerk in the roundhouse. The day cleaner whom the Agent interviewed said that it is all right to work here at night.

Uniform.

The day cleaner has devised a sort of uniform for herself, a black sateen apron or dress. She said she used to look so dirty. She likes to look nice when working around the station.

Toilet and dressing room.

The women can leave their belongings in the storeroom which is not kept locked. During the war when there were engine wipers and women yard cleaners a toilet room was built for their use. The Agent tried to find it-no one seemed to know what had become of. Mr. Allen said "it had been moved off first away" for no apparent reason. The two colored women who remained were of no consequence. (The white women clerks have an outside privy) When the train is backed down to Sheffield (a nearby town) the day cleaner uses the toilet of a friend who lives near the tracks. She does not use toilet in station or train.

F. E. Clark

ADJUSTMENT RE FEB 16 1920 **No.** 1

Privy provided but women unable to use it because of no one to relieve them at board.

Spencer Series

City and State | **Division** | **Railroad** # 14

Spencer, N.C. | Salisbury-Spencer Terminal Div. Southern Railroad ~~Lines~~

1. Office, Shop or Platform

Switchboard in Yard foreman's office

2. Official in Charge

J.A.Jones, Supt. of Telegraph Charlotte, N.C.

3. Employee Involved

Miss Ehtel Mims, Miss Allie Walker, and Mrs. Bessie Ehrhardt, E. Spencer, N.C.

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:

A privy in the yard is at so great a distance that the women can not go to it because of leaving their board alone for so long a time. They have been forbidden to leave the board.

7. Action by Agent:

2/12/20 Presented case to Mr. Jones, suggesting that the solution might be found by returning the board to the M.M.'s office, or putting on an extra operator during the first and second tricks, or having some clerk from the other offices come in to relieve, or putting the toilet in the building by the use of a cess pool in lieu of sewer connections. Mr. Jones said he would look into the matter.

8. If unadjusted, name of next higher official with address:

Mr. Coapman

9. Action by Office:

Report 3/2/20 sent to General Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/10/20

12. Name of Agent. Florence Clark

USRA-WS No.3

ADJUSTMENT RE No. 1
Spenner Series

No rest room or easy chair

City and State	Division	Railroad 14
Spencer, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Co.

1. Office, Shop or Platform
Switchboard-yardforeman's office

2. Official in Charge
J.A.Jones, Charlotte,N.C.

3. Employee Involved
Miss Ethel Mims, Miss Allie Walker, and Mrs. Bessie Ehrhardt,

4. Address-street number if necessary
E. Spencer, N.C.

5. Source: Developed during inspection

6. Statement of Case:

The girls have no easy chair in which to relax. The board during the first trick and the first part of the second is too busy for relaxation. In fact The first trick operator eats her lunch at the board. The chair could be used by the two other operators however.

7. Action by Agent:

2/11/20 Agent brought matter to attention of Mr. Potter, Chief clerk to Mr. J nes. Mr. Jones promised to look into the matter.

8. If unadjusted, name of next higher official with address:
Mr. Coapman

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/11/20
USRA-WS No.3

12. Name of Agent. Florence Clark

ADJUSTMENT RE

No. 1

Spencer Series

Long hours-no day of rest

City and State	Division	Railroad 14
Spencer, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Lines

1. Office, Shop or Platform

Switchboard-yard foreman's office

2. Official in Charge

J.A. Jones, Charlotte, N.C.

3. Employee Involved

Ethel Mims, Allie Walker, Bessie Ehrhardt,

4. Address-street number if necessary

E. Spencer, N.C.

5. Source: Developed during inspection

6. Statement of Case:

See Memorandum for fuller discussion. Miss Mims has been working as high as 16 1/2 hours during a calendar day. They have always worked on Sundays and would like a day off.

7. Action by Agent:

2/12/20 Brought matter to attention of Mr. Jones who said he would look into the matter

8. If unadjusted, name of next higher official with address:

Mr. Coppman

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/11/20

USRA-WS No.3

12. Name of Agent. Florence Clark

Spencer Series 1

Town or Shop	Division	Railroad 14
Spencer, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed
4	Switchboard operators	3	1=19	0	0	"Always"

HOURS

No. on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Oct. 1918 Present	Per Wk. Oct. 18
1	7 A.M.	the girls eat while sitting at the board	3 P.M.	yes	8	12	56	84
1	3 P.M.		11 P.M.	"	8	12	56	84
1	11 P.M.		7 A.M.	"	8	12	56	84

Night Work Rotation

Age of Women on night work: The chief operator who is 19 has been working at night. The regulars are 29 and 31 years of age

Wages: Jan.1. 1918 and hours — $25 for 12 hours

Order 27	Supplement No.7	Present
	3 at $70*	3 at $75

* Miss Mims insisted that she was getting $35 up until June 1919-she makes out the pay roll for the exchange and ought to know. At the main office in Charlotte, Mr. Potter the chief clerk reported to the Agent that $70 was paid at the time Sup. 7 came out.

Nationality: American born

Union Membership: 0

Names & positions of persons interviewed:

Ethel Mims, chief operator
W.H.Potter, Chief clerk to Mr. Jones
J.A.Jones, Supt. of telegraph, Charlotte, N.C.

Date 2/11/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Spencer Series #1

No. 1-toilet facilities..

The board is a new flash board installed in the Yardforeman's office in August 1919. The board perviously ~~to this~~ was an old type board located in the Master Mechanic's office, a new brick building on the opposite side of the repair yards near the center of the little town of Spencer. The Yard foreman's office is in E. Spencer where there is no sewer. The board in the master mechanic's office was located on the second floor adjacent to a flush toilet connected with the sewer. The girls would have time to use this toilet between flashes on the board as it took no time at all to reach the place.

Because of the placing of a through cable from Atlanta to Washington in August 1919 and the time and expense of bringing this new cable across the yards to the Master Mechanic's office, the board was transferred to its present place on the second floor of the Yard foreman's office.

The toilet is a yard privy located about 100 to 200 feet away from the building. It is kept locked and is in better repair than most of the tumble-down, privies placed on top of the ground with no vault that one sees constantly in the South. This privy has a vault and was fairly clean when the Agent saw it. As the women have been told not to leave the board they do not use the toilet during the eight hours they are on duty. The privy is provided but because of the distance from the building and no one to take the board in their absence the women can not use it during the eight hours they are on duty. In the recent emergency, discussed under Hours, Miss Hins has had to sit at her board for 15 hours at a stretch without using the toilet.

There is no rest room, no easy chair, no couch for the women. In the room where the board is located there is a table with a few books on it (Mr. Jones has forbidden the night operator to read-she is the only on who would have any time) a high straight chair, and a tin wash-basin. A porter brings a bucket of water each day which is for drinking and washing purposes.

Two windows are on one side of the room and a third window is on the second side. The day when the Agent inspected was bright and warm so the windows were open. The ventilation perhaps would be hard to regulate on a damp day when the windows have to be kept closed on account of the ~~dampness~~ lines.

Because of there being no sewer in E. Spencer it would be difficult to put a toilet in the building. The Agent believes she has seen a flush toilet provided where there was no sewer however, by the use a cess pool.

Note: On 2/12/20 The Agent brought the need of an easy chair or couch to the attention of Mr. Potter who ~~said he would take up~~ the matter with Mr. Jones.

Memorandum
Spencer Series #1

Note 2 2/12/20 The Agent also brought to the attention of Mr. Jones and Mr. Potter the need of making some provision so that the girls could use the toilet. Mr. Jones did not think that the board could be moved back to the Master Mechanic's office. Possible solutions to the problem were-calling in a man or a girl clerk(if there is one) from the other offices in the building; putting on an extra operator who could be on part of the first operator's trick and part of the second operator's trick; the installing in the building of a toilet by the use of a cess pool, which would have to be worked out by a sanitary engineer.

The Agent told Mr. Jones that the operator, Miss Mims was feeling the effects of not being permitted to use the toilet. She said she had not been well since the board had been moved to its present position.

Mr. Jones told the Agent that he would make some solution of the problem. (He did not show a truly cooperative spirit however, saying that if reforms were pressed too hard, the office might be shut up. When the Agent said she thought that would be better than the present arrangement he said that they could not shut it up as it was needed. Because of the shortness of time in which to act, the Agent said she would have the Manager of the W.S.S. take the matter up with the Federal Manager.)

Hours.

The husband of one of the operators has been sick and she has stayed out to assist him. The "flu" is raging again in the South. The former relief operator has been taken on regular and so there was no relief operator to call in. The two operators Miss Walker and Miss Mims have worked the last few days as follows

Miss Mims(chief)

Feb. 7th	7 A.M. to 6 P.M. and 11 P.M. to midnight	12 hours
Feb. 8th	12 midnight to 7 A.M. and 1.30 P.M. to 11 P.M.	16 1/2 "
Feb. 9th	11 A.M. to 11 P.M.	12 "
Feb. 10th	10 A.M. to 11 P.M.	13 "

Miss Walker

Feb. 7th	6 P.M. to 11 P. M.	5 "
Feb. 8th	7 A.M. to 1.30 and 11 P.M. to midnight	7 1/2 "
Feb. 9th	12 midnight to 11 A.M. and 11 P.M. to midnight	12 "
Feb. 10th	12 midnight to 10 A.M. and 11 P.M. to midnight	11 "
Feb. 11th	midnight to 7 A.M.	

Memorandum
Spencer Series 1

Hours

Miss Mims thought she was ~~home~~ off duty from 6 P.M. until 11 P.M. Sat. Feb. 7th did not sleep. This means that she had not more than 5½ hrs. sleep in 40 consecutive hours.

This very bad state of affairs was due to no one being ready for relief. As the girls work on Sunday they have only needed relief when they were sick. Miss Mims said she would like to have her Sunday off.

Note: Agent took matter with Mr. Potter and Mr. Jones. She suggested that under the New Wage Agreement which gave a rest day, a relief operator could be given three days work a week. This would mean that a relief operator would be trained for just such an emergency. On this occasion a new operator was being broken in when the Agent inspected. Mr. Potter said this looked like a possible solution, that instead of giving the old operators the extra money for working on Sunday, they would use the money for the relief. Mr. Jones thought the old operators would want the money. He said he would look into the matter.

Miss Mims told the Agent that they had talked to Mr. Jones about a rest day but he told them work was light on Sundays. It appears to the Agent that Mr. Jones is not so intelligent as Mr. Potter and that he will have to receive a order from Mr. Coapman to put into effect a day of rest.

Wages

The Agent is suspicious that the $70 minimum was not put into effect when ordered. The rate was raised to $73 to conform to the rates In Charlotte.

Florence E. Clark

ADJUSTMENT RE

No. 3

Toilet-none for women.

Salisbury Series

FEB 20 1920

#15

City and State	Division	Railroad
Salisbury, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Lines

1. Office, Shop or Platform

Local freight Office

2. Official in Charge

W.P.Drew, Local freight agent

3. Employee Involved

Fannie Philips, stenographer.

4. Address-street number if necessary

Salisbury, N.C.

5. Source: Developed during inspection

6. Statement of Case:

A woman stenographer has been hired in this local freight office for six years. No toilet for women has been provided. A toilet in a private home two blocks away or the public toilet in the station which is about 1 1/2 blocks away is used.

7. Action by Agent:
2/18/20 As this adjustment requires expenditure of money the Agent took no action locally. She refers it to the Manager of the W.S.S.

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Federal Manager

9. Action by Office:

Report March 2, 1920, sent to Gen. Mgr. Coapman and to Mr. Franklin.

10. Statement of Adjustment made and date:

11. Date of Inspection 2/11/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Salisbury Series 3

#15

Town or Shop	Division	Railroad
Salisbury, N.C.	Salisbury-Spencer Terminal Div.	Southern Railroad Line

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
4	stenographer	1	0	0	9 or 10	since 1903 or 1904

No.on each shift	Begin work	Lunch period	End Work	Sunday	Total Hours Per day Present	Total Hours Per day Oct.1918	Total Hours Per Wk. Present	Total Hours Per Wk. Oct. 1918
1	8 A.M.	12 to 1	5 P.M.	0	8	8	44 or 48	44 or 48

* Something gets off for noon-day work sup.

Night Work Rotation

Age of Women on night work

Wages: Jan.1. 1918 and hours	Order 27	Supplement No. 7	Present
$55		$87.50	$87.50

Nationality: American born

Union Membership: B. of R.C.-yes

Names & positions of persons interviewed:

Fannie Phillips, stenographer

Date 2/11/20

Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum
Salisbury Series #5

Duties.

Miss Philips is stenographer to the Local freight agent.

Toilet facilities.

Miss P. has been working in this office for six years. She said before the war recommendations were made to put in a toilet for women at the local freight offices at Greensboro, Salisbury, and Raleigh. Toilets were installed at Greensboro and Raleigh but none at Salisbury. She said she usually goes to a private house two blocks away instead of walking up the track to the station which is about 1 1/2 blocks away and using the public toilet. Mr. W.P.Drew is the present agent.

F.E.Clark

ADJUSTMENT RE Back pay

No. 2

Greensboro Series

FEB 16 1920

#16

City and State	Division	Railroad
Greensboro, N.C.	Danville	Southern Railroad Lines

1. Office, Shop or Platform
Station platform

2. Official in Charge
C.W.Anderson Roadmaster

3. Employee Involved
Mary Smitherman 504 Jefferson St. and Emma Gay 1030 E. Washington St.

4. Address—street number if necessary
Greensboro, N.C.

5. Source:
Developed during inspection

6. Statement of Case:

These two women, Mary Smitherman for a period of 8 months and Emma Gay for a period of 2 months, were paid only 17 1/2¢ an hour. The first of 1920 the rate was correctly adjusted to 29¢ at the request of the section foreman Mr. Woodard. Nothing has been said about back pay.

7. Action by Agent:

2/10/19 Agent saw Mr. Anderson, Roadmaster who said he had made the adjustment to 29¢ and was not going to do anything about the back pay unless some said something about it. He thought he would start right with the new rate and let the past drop. He acknowledged however that he believed back pay due and said he would take up the matter with the Supt. A.D. Shelton, Div. Supt. He said he would like to have the Agent write him on the case and he would reply to her letter.

2/12/20 Letter to Mr. Anderson(copy attached)

8. If unadjusted, name of next higher official with address:

9. Action by Office:

No further action

10. Statement of Adjustment made and date:

11. Date of Inspection 2/10/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Feb. 12th, 1920

Mr. C.W.Anderson, Roadmaster,
Southern Railroad,
Greensboro, N.C.

My dear Mr. Anderson:

During the course of my inspection of the platform and track sweepers at Greensboro on 2/10/20, it developed that the two women sweepers had only recently been correctly rate to 29¢ per hour. As I understand it they had until about January first been receiving 17 1/2¢ per hour an illegal rate under the Wage Orders. When questioned the women said they had heard nothing about back pay.

I am turning to you for information. Will you kindly inform me what action you have taken toward getting them the back pay due them or what action you intend to take.

Please address you reply to me at the address given below.

Very truly yours,

Field Agent.

Women's Service Section
United States Railroad Adm.
Washington, D.C.

ADJUSTMENT RE

No. 2
Greensboro Series

No toilet and dressing room

City and State	Division	Railroad #16
Greensboro, N.C.	Danville	Southern Railroad Lines

1. Office, Shop or Platform
Station platform

2. Official in Charge
W.H.Woodard, Section foreman

3. Employee Involved
Mary Smitherman 504 Jefferson St. Emma Gay-1030 E. Washington St. Greensboro

4. Address-street number if necessary

5. Source: Developed during inspection

6. Statement of Case:

No dressing and no toilet. Women use public toilet in colored Waiting room.

7. Action by Agent:

2/13/20 Agent reported case to Manager of W.S.S. as case involved expenditure Because of early return of the roads, useless to take matter up with local officials.

8. If unadjusted, name of next higher official with address:
Mr. Coapman, Federal Manager

9. Action by Office:

10. Statement of Adjustment made and date:

11. Date of Inspection 2/10/20
USRA-WS No.3

12. Name of Agent. Florence Clark

Town or Shop	Division	Railroad # 16
Greensboro, N.C.	Danville	Southern Railroad Lines

Class	Occupation	Number Women	No. under 21 years	Number Colored	No.men same Occupation	Date first Employed
5	Other cleaners sweepers on station platform & tracks	2	0	2	1	2 years ago

No.on each shift	Begin work	HOURS Lunch period	End Work	Sunday	Total Hours Per day Present	Per day Oct.1918	Per Wk. Present	Per Wk. Oct. 1918
2 Sun.	7.30 A.M. 7 A.M.	12 to 1 10 A.M.	4.30 P.M.	yes for part of day	8	9	51	57

Night Work Rotation

Age of Women on night work: no night work

Wages: Jan.1. 1918 and hours: $1.35 for 10 hours (no women on)

Order 27 — Supplement No. — Present

The women were put on at 17 1/2¢ per hour and were kept at 17 1/2¢ until Jan. 1920 when they were rerated at 29¢ per hour-the rate the man has been receiving-the correct rate under Sup. 7.

Nationality: Colored

Union Membership: 0

Names & positions of persons interviewed:
C.W.Anderson, Roadmaster
W.H.Woodard, Section foreman
Mary Smitherman and Emma Gay, cleaners

Date 2/10/20 Agent Florence E. Clark

WOMEN'S SERVICE SECTION U.S.RR ADMINISTRATION No.1.

Memorandum

Greensboro Series 2

No. 1-Nature of Duties.

Greensboro is a very busy little station. The depot is old and poorly arranged for loading express as well as for the passengers. Express which sometimes consists of chickens, fish, etc. is hauled up and down the platforms, on which are used by the passengers. It is necessary to have sweepers constantly on the platform in front of the depot, and on the platform between the tracks sweeping away the debris. The spaces between the tracks are also swept. The women do the sweeping with an ordinary broom and a man collects the refuse with a wheel barrel. If the man is absent the women use the wheel barrel (The Agent did not find this out until she went to the Roadmaster and so did not see the kind of wheel barrow used)

These women work for the maintenance of way and are technically section laborers. The Agent feels that it would be manifestly unfair to apply the Administration Order of Sept. 1918 of removal to these women, as they are doing no more than the shop sweepers and not nearly so much heavy work as the track sweepers around the shops.

During the winter they have swept off the snow after the men have shovelled away the heavy part of it.

No. 2-Toilets.

No dressing room for these women and no toilets. They use the women's toilets in the colored waiting room along with the cleaners. A toilet and dressing room could be provided for the cleaners and these sweepers together.

No. 5-Wages.

The women have been receiving only 17 1/2¢ per hour. Their foreman, Mr. Woodard a Union man in the Maintenance of Way Employees, told the Agent that he kept telling Mr. Anderson that the rate was illegal and that they would be caught by the Administration. The rate was changed about the first of January 1920. Neither the women nor Mr. Woodard had heard about backpay.

Mary Smitherman has been working for 8 months ~~for~~ 17 1/2¢ and Emma Gay since Nov. 1919.

Florence E. Clark

Railroads
Union Station
Washington

220

INSPECTION SHEETS

WASHINGTON TERMINAL

Ross
Yates
Hall

R.R. No.	Series No.	Occupation		Address
1	(1)	Clerk	Coach Yard	Joy City
2	(2)	Clerk	Storehouse	
3	(3)	Clerk	Master Mechanic	
4	(4)	Coach Cleaner	Coach Yard	
5	(5)	Engine Wiper	Round House	
6	(6)	Laborer	Round House	
7	(7)	Attendant	Parcel Room	Washington
8	(8)	Clerk	Baggage Room	
9	(9)	Tel. Op.	Supt.	
10	(10)	Car Cleaner	Station Yards	
11	(11)	Cleaner	Station & Off.	
12	(12)	Ticket Seller	Ticket Off.	
13	(13)	Inf. Clerk	Waiting Room	
14	(14)	Cashier	Lunch Room	
15	(15)	Cigar Clerk	Lunch Room	
16	(16)	Checker	Lunch Room	
17	(17)	Relief Woman	Lunch Room	
18	(18)	Waitress	Lunch Room	
19	(19)	Pantry Woman	Lunch Room	
19a	(19a)	Cook	Lunch Room	
20	(20)	Cleaner	Lunch Room	
21	(21)	Dumb Waiter Attndt	Lunch Room	
22	(22)	Baker's Helper	Lunch Room	
23	(23)	Linen Women	Lunch Room	
24	(24)	Bus Girl	Lunch Room	

INSPECTION SHEETS

WASHINGTON TERMINAL

R.R. No.	Series No.	Occupation		Address
25	(25)	Clerk	Supt.	Washington
26	(26)	Elevator Girl	Station	
27	(27)	Clerk	Auditor	
28	(28)	Messenger	Supt.Tel.	
29	(29)	Clerk	Ticket Office-Acct.Dept.	
30	(30)	Clerk	Gen. Baggage Agent	
31	(31)	Checker	Check Counter-Bagg.Room	
32	(32)	Matron	Waiting Rooms	

City, Town or Shop: Dry City Coach Yards

Division:

Railroad: Washington Terminal

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
5. Coach Cleaning	Inside	65 (4 Leaders)	5	0		always

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
10	3 P.M.	8 - 8:30	11:30 P.M.		8	48
11	8 P.M.	12 - 1	5 A.M.			
43	8 AM	12 - 1	5 P.M			

Night Work: Rotation - none -

~~Rotation~~

Age of night workers

(After 6:00 AM)	3 P. M. to 11:30 P.M.		8P. M. to 5 A. M.		
(Before 6:00 AM)	20	1	20	1	30 - 40 5
	24 - 30,	5	27	1	40 - 50 6
	40 - 54,	3			

Wages:

7-1-18				Order no. 27. 9-1-18	Leader 44
23	30	325	35	39	39

Nationality:

American

Names & positions of persons interviewed:

Mr. Arthur G. Rossiter, C.C. (acting) Mr. Rossiter

Mr. Bearfield, Yard Foreman

Date: Oct. 3, 1918

Agent: Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memo on: 1, 2, 3, 4, 6, 7, 9.

-1-

Inside cleaners work in teams of five each. Two, by means of an iron hook about eighteen inches long, dislodge and pick up the trash under the seats an d on the floor, and with a feather duster dust the seats and wood work. Two wash the the windows, and the fifth follows with a brush and sweeps the dirt and trash on to the platform whence it is removed by aman. Then the floor is scrubbed by means of a long handled mop. All of the above process precedes the vacuuming which is done by a man. The toilets are cleaned and disinfected by a man. Thw women secure the water for scrubbing from plugs set ninety feet apart on alternate tracks.

A car is not considered thoroughly cleaned unless it has been cleaned out by the women and vacuumed ; sometimes, however, shortage of time and labor make it impossible to vacuum the car.

The most particular women of the group are chosen for the dining car work which must be done more carefully than the coaches. The fixtures and ceiling are washed about once a week. To do this, it is necessary for the women to stand on a frame work which is carried in and set up by the men.

-2-

At Ivy City, the Washington Terminal offices and the Pullman Company offices occupy the same building. On the second floor, a large room with two windows is used for dressing room and lunch room for the coach yard cleaners. The women employed by thr Pullman Company have a separate room on the same floor. The former is furnished with lockers, not adequate in number at present, long tables, benches, and several mirrors. The toilet room adjoins, containing 16 apparently new stationary wash basins, three wash tubs, and four toilets, screened. A woman, who receives the same rate of pay as the cleaners, is in charge of the rooms, which were neat and clean. She administers First Aid. A stretcher and blankets are provided. Any case of serious illness or accident is taken immediately to the station doctor.

No uniform has been adopted. The women wear dark clothes and a cap or bonnet.

- 3 -

Inside cleaning is exceedingly dusty. The only ventilation comes through the doors; the windows are kept closed because they are being washed. The use of the feather duster seems only to stir up the dust in the car. It should be noted that the vacuum is not used until after the women have done their part of the cleaning. Fourteen women were absent on October 3 on account of illness, due, thought the foreman to the epidemic of influenza. It is queried if the extreme dustiness of the work is not conducive to greater exposure to the disease.

The cars to be cleaned are brought in as near to the office building as possible, the foreman said, to avoid the women's having to travel much through the yards. The Leader of a gang learns of the movements of trains from the foreman and instructs the women how to go from one track to another. During wet weather, the women are not allowed to use an umbrella lest their obstructed vision should lead to accident. No work is allowed on moving cars.

-4-

The cleaners range in age from 18 to more than 60; some have been in this service for many years. The majority are more than thirty, an industrious and earnest group. Mr. Rossiter, the General Foreman, said he has had occasion to reprimand only one woman in two years.

-4- Cont'd.

A leader is in charge of every ten women. She receives orders from the Assistant Yard Foreman concerning cars to be cleaned and instructions regarding the movement of trains. She works with the women, directing their work.

-6-

Many women prefer night work, the foreman says. He tries always to put them on the trick that best suits their needs. Though it would be interesting to know their marital condition in order to see any connection between their desire to do night work and their home duties, no record of such is made on the service card and very few addresses are given.

Each worker has one day off during the week; this is so arranged that an equal group is off duty each day.

-7-

Women make application to the office for work. There has been no difficulty in securing workers and the women have been much more regular in attendance since the increase in wages took effect.

-9-

Plans have been made for enlarging the women's rest room and lunch room. These should be hastened. At present, it is necessary for the workers to share their lockers with each other, and the room is not large enough to accommodate fifty women at one time.

Addresses: Night Workers

Rosalie Huber, leader, (Austrian) -- 2212 Rhode Island Avenue

Maria Salff -- 1910 8th Street

Grace Mason -- 3245 D Street, N. W.

5

Round House

35

City, Town or Shop: Roy City Shops

Division:

Railroad: Washington Terminal

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
9. Round House Work	Wiping Engines	20	6	all	1 (older man)	June 25, 1918

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Per Wk.
	7 A.M 8 A.M.	11 - 12 12 - 1	4 P.M 5 P.M	0	8	48

Night Work: none.

Rotation:

(After 6:00 AM)
(Before 6:00 AM)

Wages:

Order no. 27

23 30 32.5 35 39 39

Nationality:

American negro.

Names & positions of persons interviewed:

Mr. Boucher, General Foreman
Miss Lilly Smith, "Leader" of women workers.

Date: Oct. 3, 1918

Agent: Helen Ross.

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memo. 1, 2, 3, 4, 7, 8.

Engine wipers scrape the grease from the wheels and gearing with a steel spatula and wipe the entire exterior of theengine, climbing up over the engine and reaching underas the work demands. No one is required to go under the engine.

-2-

53 Round House workers ,including the engine wipers and laborers, use one ground floor room,about 12 by 15, which opens directly onto the yards. Immediately facing the door are the toilets, only two for the 53, not screened from the rest of the room. One stationary wash stand, one wash tub, several chairs, and hooks for clothing constitute the furniture of the room. Dirty coth hangs across the lower part of the windows to curtain the room from the outside. Clothes hung in crowded array all around the room; lunch boxes and parcels littered the floor. There isno matron.

The congestion has been so great that it became necessary to divide the workers into two shifts coming to work an hour apart. Practically all of the women wear overalls and jumper, and must change their clothing twice a day in this room. Many of the women complained of the condition. The foundation for a new building to contain the proper facilities has been begun, but work is not proceeding, and the women are out of patience.

Mr. Boucher said that as soon as they could procure enough uniforms, all the women will be required to wear them. The company has ordered them for the women so that they could be bought at a lower price than is possible in the stores. Some of the women have already bought overalls and jumpers; others are waiting. No woman is allowed to climb over the engine unless in uniform.

-3-

The greatest danger lies in the climbing over the engines, apparently, though no accidents have occurred so far. The younger women do this work. There is also the possibility of injury frommoving trains. The women are in the yards much more than would be necessary if a lunch room were provided. No provision is made for First Aid. Though the Round House has doors that are kept closed in the winter and radiators evey 25 feet around the walls, the Chief Clerk said it was very hard to keep warm. He doubts if the women will hold out at the work. He thinks perhaps the old ones who need the work will stay but does not expect it of the younger ones.

-4-

The women were industrious and orderly about their work. They pay no attention to the men, the foreman said and the men do not notice them.

The cards of thirty showed the following age distribution

17	1
18-20	3
20-25	9
25-30	6
30-40	9
40-50	2

Cards for the very recent employees had not been filled out. These cards do not give marital condition or address.

The woman longest in this service at the yards is called the leader, though she is not officially ranked and receives the same rate of pay. She receives her orders from the foreman of laborers, called a gang leader, and acts as a go-between for the women. She sometimes receives orders from the yard foreman.

She looks after the time cards of the other women. She is a good natured negress with considerable tact in dealing with her group. She determines when the women shall have rest periods and urges them on in their work. Her influence with the others has evidently been recognized in the nominal position that she holds but she does not receive the extra five cents on the hour that is granted to leaders.

-7-

Women are employed as engine wipers because of the scarcity of male labor. The foreman said that he had received no applications for common labor from a man for two months.

The women are growing more steady in attendance since the wage increase, and since they have grown more accustomed to the hard work. At first, eight started, and four of these left at the end of the first day.,Ten have left during the last month. The foreman will takemore on as they can arrange the necessary facilities for their care.

Last summer, five or six girls were hired, but none under 16. These were not able to do any heavy work and soon left.

-8-

Women are equally efficient as men in cleaning engines.

-9-

Toilet room and lunch room facilities should be given immediate attention .

-10-

Notes on complaints previously handed to Miss Goldmark.

6.

Round House

6

City, Town or Shop: Ivy City Shops

Division:

Railroad: Washington Terminal

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
9 Round House Work	Laborers	33	0	All	0	June 25, 1918

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Per Wk.
	7 A.M	11-12	4 P.M	0	8	48
	8 A.M	12-1	5 P.M	0	8	48

Night Work: none

(After 6:00 AM)

(Before 6:00 AM)

Rotation:

Wages: Order no. 27

23 30 32.5 35 39 39

Nationality:

American Negro.

Names & positions of persons interviewed:

Mr. Boucher - General Foreman

Miss Lilly Smith, "Leader" of women workers

Date Oct. 3, 1918

Agent Helen Ross

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Memo.

Ivy City Shops | Round House Work Laborers | Washington Terminal

-1-

Round House laborers do the following work: sweep the round house; pick up paper and trash between the tracks; rake up heavy trash into piles and carry it off in sheet iron wheel barrows; likewise with spilled coal; load cars with collected dirt, clean out the pits in the round house. When the pits are very wet, the work is done by a man. Cars are loaded with dirt by means of wheel barrows which are run on a wooden run way.

-2-

See memo on Engine Wipers

-3-

Loading cars with dirt seems to be very heavy work, and the women tire rapidly, the leader said. This work is alternated with other kinds to avoid fatigue. The leader said that the women were rarely absent on account of illness. She urges them to come and report even if sick and then to go home if they can not work.

The foreman doubts if this work will be done in the winter.

-4, 6, 7-

See Memo on Engine Wipers

-8-

As commom labor, the women are not so efficient as the men. Example: to load a car with dirt by men cost from $6.00 to $7.00 ; by women, $17.00, at 39 cents an hour. The foreman recognize the necessity of using women in this capacity on account of the scarcity of male labor, and expect to use women more and more as laborers.

-9-

See Memo on Engine Wipers

Fort City Shops.

Subject: Toilet room facilities for negro women laborers.

Memorandum:

In a ground floor corner room, (12 x 15) part of one of the yard buildings, opening directly from the yards, 53 negro women must wash and change their clothes. Directly opposite the door are two toilets, unscreened from the rest of the room. One stationary wash tub and one wash stand, one or two chairs, and hooks around the walls are the only other furnishings. The women's clothing hung in crowded array around the walls; lunch boxes and parcels littered the floor. A piece of dirty cloth was stretched across the lower part of the windows to prevent outsiders from seeing into the room.

The women have been divided into two shifts an hour apart, so relieve the congestion while changing their clothes to be ready for work.

The women have no lunch or rest room, and eat their lunch in the yards or in the Round House. A little shed across the tracks, furnishes facilities for heating coffee. As I understood it this is a kind of a store patronized by the laborers (I did not see it).

Plans have been made for a properly equipped room for these women; the foundation was started, but nothing is now being done. The women are all complaining of their quarters and are eager to have something better.

Ivy City Shops. Washington Terminal.

Subject: Lillian Smith

Memorandum:

Lillian Smith is a negress, nominally, though not officially in charge of 53 negro women cleaners and laborers. She takes care of their time cards, knows each worker personally, and gives them directions which Leon comes to her from Campbell, the negro gang leader. Campbell is the official leader of these women, but it is plain to see that he depends on Lillian Smith to keep up the morale of the group, to determine rest periods for the women during the laborious work of loading cars with dirt, to see that the women do their work well, and to keep him informed of the progress of each group. They work in groups on the engines, scraping off grease and wiping clean the entire exterior, and also in the yard work, which consists in sweeping the spaces between the tracks, raking up loose coal, and in the Round House where they sweep the floor and clean out the pits. Lillian Smith receives orders and directions from the General Yard Foreman, Mr. Boucher, whose chief clerk said: "Lillian is not an official leader. We depend on her to keep up the women's spirits, to

prod them at their work, in short to be the "go between". We may put on a woman leader later." These women have been employed for little more than two months, and it may be that the officials are waiting to determine the best course. In inside cleaning work, one woman is the "Leader" for usually ten or twelve others. She receives 44 cents an hour; the others 39 cents. Lillian Smith receives the same as the other workers 39 cents. Lillian Smith is evidently not expected to do just the physical labor required of the others. She said, "Oh I pitch in sometime and help them to encourage them along."

On both visits to the shops, Lillian Smith was engaged in taking care of time cards - that is, seeing that each womens time was properly recorded; (The women are usually required to fill out their own cards, but no doubt these negro women are incapable) - or giving directions regarding work.

Station Cleaners -- Terminal Station

These women are hired by Mr. Cardwell and are in charge of a colored foreman named Brown. These men were not interviewed.

ages - 35 - 45

hrs? Hours? Sundays? - if 7th day comes on Sun. have off.

rate? made common labor

See art V.

men work 9 hrs - 7 days.

✓ 11

Station + Offices.

City, Town or Shop: Washington D.C.

Division:

Railroad: Terminal Station.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
5. Cleaning	Station Cleaners (Waiting rooms etc.)	55	0	55	$.75 a hr. day 45 night 30 not 9 hrs & on Sunday	During past year - War Emergency.

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
Day (20)	6 A.M. / 9 "	10-11 / 1-2	3 P.M. / 6 "	Every 7th Day off - ~~Not at Sunday~~	8	48
Night (35)	8 P.M.	11-12	5 A.M.			

Night Work: (See above)

Rotation: Separate force No rotation

(After 6:00 AM)
(Before 6:00 AM) 35-45 yrs.

Wages:
Dec. 1917: 15 .... 20 3/4 → Under Order #27: ~~28¢~~ Present: 28¢ (hotel)

Nationality: Negro

Names & positions of persons interviewed:
O. M. Ballauf - Time Keeper, Maintenance of Way Dept.

Date Sept 26. 1918 Agent E. R. Hall

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

9

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS
INTERSTATE COMMERCE BUILDING
WASHINGTON

DIVISION OF LABOR
W. S. CARTER, DIRECTOR

Washington,D.C.-- Terminal Station
5-- Cleaners,Station and Offices.

I. The heavy cleaning of the station and offices is done at night by a force of 35 women and 30 men. At that time the floors are swept and scrubbed by the women and the trash placed in large receptacles,which are removed by the men. The men also do the cleaning requiring ladder climbing and take care of the cuspidors. I was unable to interview any of the night workers. From several women on the day force I got the following details: One of them begins her day by mopping out the seventeen telephone booths. This takes her about an hour. She uses three or four pails of hot water,which she gets for herself and carries the length of the waiting room. She says the pails are not heavy and she doesn't mind it. Another special piece of work is washing the swinging glass doors leading out to the portico and to the concourse. This is done every day and is therefore light,clean work requiring no soap or powder. Many of the women can reach the top of these doors from the floor;others stand on a stool or box,but no ladder work is required.

The routine work throughout the day is "scrapping",mopping and dusting. This is merely light mopping done with a slightly damp mop over any particular spot that appears on the floor,and the "scrapping" is clearing up accumulated floor dust or bits of paper and other refuse thrown down. The dustpan and brush have handles of a length permitting the woman to use them while she is in a natural upright position. When the pan is filled,perhaps once an hour,it has to be taken out into the vestibule and emptied into the trash can. The women are responsible for certain areas and,although they are under the gen-

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS
INTERSTATE COMMERCE BUILDING
WASHINGTON

DIVISION OF LABOR
W. S. CARTER, DIRECTOR

eral supervision of a foreman,they use their judgment as to the work needing to be done. No regular rest periods are assigned outside the lunch hour,but it is possible for the women to sit down from time to time without slighting their work.

II. The women leave their wraps in an empty room in the basement (not seen) where they also eat their lunch. They say there are sufficient chairs but the room is not fitted up with any special comforts or attractions. The men workers have toilets in the basement but,as it is a new thing to have women among the cleaners,no provision was made for them and they depend on the public toilets in the Women's Room.

IV.The cards filed in the timekeeper's office show this group of women to be between the ages of 23 and 54. Most of them are between 35 and 45. The timekeeper referred to one girl whom they recently discovered to be but 16 and cut out at once. The women are a superior class of negresses,of good appearance and manner and competent in their work. They wear black with uniform white apron and collar and cuffs.

V. It looks as if the wage scale of this group had not been properly adjusted. (See Card 1. and Memorandum X.)

VI. This is a department where there has been a large replacement of men of men drawn off to the army or to other forms of work. The greater proportional increase of women on the night force is probably due to the fact that the scrubbing of the waiting rooms and offices,nearly all of which is done by women,must be done at night.

Venereal Statn

Women 28

Men 22 (50 admit)

expect 38

Men now 38

expect 50

(99 a xo)

no conclusn

redroom

P.G. Oct 5 1918

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS
INTERSTATE COMMERCE BUILDING
WASHINGTON

SION OF LABOR
W. S. CARTER, DIRECTOR

X. Complaint.

Washington, D.C.-- Terminal Station
5. Cleaners, Station and Offices.

The wages of the station cleaning women, as given me by Mr. Ballouf, timekeeper of the Maintenance of Way department are as follows:

In December 1917..... 20-3/4 cts. an hr.
Under Order #27.....28 cts.
Present.....28 cts.

Mr. Ballouf admitted that this scale, based on a percentage increase on their earlier pay, was not equal to the pay of men in the same positions (75 cts.) and he said that the matter had been referred to the Administration for decision.

Three women independently of each other told me that they had received only one payment (Sept. 19) at the rate of 28 cts. - that their previous rate had been 20-3/4 cts. (one said about 20 cts., the other 21 cts.) an hour, and that they had at no time received any back pay. Mrs. Mary Moss, 1430 Morris Road, S.E., who has been there longer than most of the women (since August 1917) said that the rate 20-3/4 cts. began along in the early part of the summer - she thought in May, but was not sure of the exact time. Before that she and the other women had received 15 cts. She herself had begun at 10 cts. and had been advanced to 13 cts. and then to 15 cts. The rate 28 cts. had been paid only once, on Sept. 19.

Edith R. Hall, Agent.

Interviews Sept. 26. 1918.

18

City, Town or Shop: Washington, D.C.

Division: Restaurant Lunch Room

Railroad: Terminal Station

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
8. Personal Service	Waitresses	54		54	60	1915 ?

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	6 AM	—	12 30 P.M.			
	12 M	—	6 30 P.M.	Ex	6 6½	42 45½
18	6 30 P.M.	—	12 30 AM			

Night Work: (as above) Rotation: none

(After 6:00 AM)
(Before 6:00 AM) 2 5

Wages:
(not Employed) $46.50 $54.15 33¾

Nationality:
Negro

Names & positions of persons interviewed:
J. E. Thomas - Steward

Date Sept. 26. 1918 Agent E. R. Hall *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

19

Restaurant

City, Town or Shop: Washington. DC

Division: Lunch Room

Railroad: Terminal Station

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
8. Personal Service	Pantry Women	5	—	0	0	

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
1st	5 30 AM	—	12 M	Yes	6½	45½
2nd	12 m	—	6 30 P.M.	"	6½	45½
X 3rd	6 30 P.M.	—	12 P.M.	"	5½	38½

Night Work: (See above)

(After 6:00 AM) X

(Before 6:00 AM) age about 55 1/28

Rotation: 1 to 3
3 to 2
2 to 1

Wages: $38 50 $55 $63 50 33 1/3

8

Nationality: Amer.

Names & positions of persons interviewed:

J. E. Thomas Steward.

Date Sept. 26. 1918 Agent E. R. Hall

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

Rated Common Labor

1 Gas

Restaurant

City, Town or Shop:	Division:	Railroad:
Washington D.C	Lunch Room	Terminal Station

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
8. Personal Service	Vegetable Cooks. Carry baskets etc *	5 / 1	✓ used see note	1	0	1915

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Per Wk.
	5 30 AM	–	12	Yes	6 1/2	45 1/2
	12 m	–	6 30 P.M	"	6 1/2	45 1/2
x	x 6 30 P.M	–	12 30	"	6	42

Night Work: (See above)

(After 6:00 AM)
(Before 6:00 AM) 40 yrs

Rotation: Shift as pantry Women

Wages:

$38 50 $52 50 $63 50 ✓ 33 3/4

Nationality: Negro. Amer.

Names & positions of persons interviewed:

J. E. Thomas Steward.

Date Sept. 26. 1918 Agent E. R. Hall *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

* have let all go but one old employee made straight too heavy by Mr Thomas.

G

20

Restaurant

City, Town or Shop: Washington D.C.

Division: Lunch Room

Railroad: Terminal Station

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
8 Personal Service	"Cleaners" Dishwashers, Wipers, Floor cleaners etc.	14	✓	14	0	

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
(3)	6 AM	11 - 12	3 P.M.	Off		
(4)	7 "	12 - 1	4 "	Not always Sunday		
(2)	3 P.M.	8 - 9	12 "		8	48
X (2)	4 "	9 - 10	1 AM			
Relief (2)	Takes turn of woman they relieve					

Night Work: (See above)

Rotation:

(After 6:00 AM) X
(Before 6:00 AM) 40 years

Wages: $27.50 $41.20 $52.50 ✓ (2 ✓)

Nationality: Negro

Names & positions of persons interviewed:

J. E. Thomas. Steward.

Date Sept 26, 1918 Agent E R Hall

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

9

21

City, Town or Shop: Washington D.C. Division: Restaurant - Lunch Room Railroad: Terminal Station

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
8. Personal Service	Dumb-Waiter Attendants	2		2	0	

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Per Wk.
	6 AM	10 - 2	6 P.M.	7th day off	8	48
	10 AM	2 - 6	10 P.M.			

Night Work: (See above) Rotation: none

(After 6:00 AM)
(Before 6:00 AM) 60

Wages: (Not Employed) $41.10 $55

Nationality: Negro

Names & positions of persons interviewed: J. E. Thomas, Steward.

Date Sept 26. 1918 Agent E. R. Hale *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

9

22

City, Town or Shop: Washington, D.C.

Division: Restaurant Lunch Room

Railroad: Terminal Station

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
8 Personal Service	Baker's Helper	1		1	0	

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	× 5 30 AM	10 - 12 or 11 - 1	2 P.M.	Yes	6 1/2	45 1/2

Night Work: Before Six as above

Rotation:

(After 6:00 AM)
(Before 6:00 AM) 55 yrs

Wages: $38.50 $50 $64 (35)

Nationality: Negro

Names & positions of persons interviewed: J. E. Thomas Steward

Date Sept. 26. 1918 Agent E R Hall

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

23

City, Town or Shop: Washington, D.C.

Division: Restaurant. Lunch Room.

Railroad: Terminal Station.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
8. Personal Service	Linen Woman	1		0	0	

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 AM	11-12	4 P.M.	Thurs. off	8	48

Night Work: No.

Rotation:

(After 6:00 AM)
(Before 6:00 AM)

Wages: $33 $46.50 $58 (78)

Nationality: Amer.

Names & positions of persons interviewed: J. E. Thomas - Steward

Date Sept. 26. 1918 Agent E. R. Hall

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

City, Town or Shop: Washington, D.C.

Division: Restaurant. Lunch Room

Railroad: Terminal Station

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
8. Personal Service	Bus girls	14	2	14	0	

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 AM 11 AM	11 - 3 3 - 7	7 P.M. 11 P.M.	7th day off Sun — Mon	8	48

Night Work: as above

(After 6:00 AM) 29 - 31
(Before 6:00 AM) 32 - 22
18 - 24
27

Rotation: 2 shifts alternate weekly.

Wages: (not Employed) $4.20. $52.50 (Same rate as messenger)

Nationality: Negro

Names & positions of persons interviewed: J. E. Thomas — Steward

Date Sept. 26. 1918 Agent E. R. Hall *Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.

1, 2, 4, 8

18 yrs old girl taking place of girl who is sick.

UNITED STATES RAILROAD ADMINISTRATION
W. G. McADOO, DIRECTOR GENERAL OF RAILROADS
INTERSTATE COMMERCE BUILDING
WASHINGTON

DIVISION OF LABOR
W. S. CARTER, DIRECTOR

Washington, D.C. -- Terminal Station
8. Personal Service... Waitresses &c.

The only replacement on a large scale of men by women in the Steward's department is the hiring of 14 bus girls and 54 waitresses. The latter serve at the lunch counter only - so far they have not been placed in the restaurant.

I. The food is dished and handed out to the waitresses at the back of the lunch room only a few feet away from the counter. As people eating at the counter usually come singly ,no parties need to be served and no heavy trays are carried. Used dishes when removed are placed directly under the counter. They are collected from here by the bus girls,whose large trays are on wheels and easily pushed along.

II. No inquiry as to toilet facilities was made. It is probable that, as in the case of the cleaning women,no special provision has been made,and that they depend on the public toilet in the waiting room.

IV. The girls at present in service are not first class in personal appearance - dress not altogether trim,manner and movements unconventional. They seem good natured and willing,but are evidently inexperienced and are inclined to stand in groups not seeing what is needed. They are in charge of a colored head waiter who directs their work.

VIII. Mr.Thomas,the steward,says he feels that they will be satisfactory when they have had a little more experience. He thinks that already they give better service on the whole than men,but not quite so much in a given time. Since they cannot be kept for over time as the men are,he loses out on their

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day and has to hire more of them for the day's work. He has at present three shifts of women at 6 and 6-1/2 hours where formerly he could use two shifts of men. He has 54 women and 60 men instead of 100 men a year ago.

Edith R. Hall, Agent.

City, Town or Shop: Washington D.C

Division: Station

Railroad: Terminal Station.

Class	Occupation	Number Women	No. under 21 years	Number Colored	No. men same Occupation	Date first Employed*
6. Elevator Operator	Elevator Girl	1		1	3	Sept 1 1918 War Emergency.

Hours of each Shift.	Begin Work	Lunch Period	End Work	Sunday	Total Hours Per Day	Total Hours Per Wk.
	7 A M	11-12	4 P.M	—	8	48

Night Work: No

(After 6:00 AM)
(Before 6:00 AM)

Rotation:

Wages: 15¢ - 20 3/4 ¢ 28¢ 28¢

Nationality: Negro

Names & positions of persons interviewed: O. M. Ballouf. Timekeeper, Maintenance of Way Dept.

Date Sept. 26. 1918 Agent E. R. Hale

*Omit for "personal service"

WOMEN'S SERVICE SECTION U.S.R.A. No. 1.